

# NitroCapt AB – Gender Equality Plan (GEP)

**Date:** Sep-11, 2025

**Signed by:**

Gustaf Forsberg, Founder & CEO

Robin Toss, COO

## 1. Our commitment to gender equality at NitroCapt

NitroCapt AB is committed to fostering an inclusive, diverse, and equitable workplace. We believe that gender equality is essential for innovation, collaboration, and long-term success. Our Gender Equality Plan (GEP) outlines the company's commitments, measures, and monitoring processes to promote gender balance, equal opportunities, and a safe and respectful workplace.

We support fair opportunities and merit-based progression for all employees. We are strongly committed to increasing gender representation, especially in leadership and technical roles. We emphasize fair recruitment, equal development opportunities, and active removal of barriers that may hinder women and underrepresented groups in our field.

## 2. How we ensure accountability and resources

### Publication

This GEP is a formal document, approved and signed by NitroCapt's senior management. It is publicly available on the company's website and will be reviewed regularly.

### Dedicated resources

- A designated Diversity & Inclusion Lead within P&C (People & Culture) oversees GEP implementation.
- Support from management ensures sufficient resources for training, monitoring, and continuous improvement.

### Data collection and monitoring

- Annual collection and analysis of gender-disaggregated data on all staff categories.
- Any pay gaps between genders will be tracked and reported yearly.

## Training

- All staff will receive gender equality awareness with their onboarding.
- All managers will have access to unconscious bias training and fair recruitment practices.

## 3. Our focus areas and actions

### Work-life balance and organizational culture

- Make flexible work arrangements and hybrid working options available.
- Ensure parental leave is equally encouraged for both genders.
- Promote a culture of respect, inclusivity, and transparency in all company communications.

### Gender balance in leadership and decision-making

- Actively work to increase the share of women in leadership positions and advisory boards.
- Recruitment processes will always include at least one female candidate (when available) for leadership positions.
- Internal succession planning will ensure equal opportunities for advancement.

### Gender equality in recruitment and career progression

- Recruitment ads will use inclusive language and be published on platforms with diverse reach.
- Shortlists will be reviewed to ensure gender balance wherever possible, while final hiring decisions will remain merit-based.
- Mentoring and career development programs will be offered equally to all employees.

### Inclusive Research and Innovation

- In relevant R&D activities, NitroCapt will integrate analysis of gender perspectives when appropriate, particularly in agricultural and environmental impact assessments.
- Encourage inclusive research design and dissemination that considers diverse end-user perspectives.

### A safe and respectful workplace

- Zero tolerance policy against gender-based violence, harassment, and discrimination.
- Reporting channels are available, with clear procedures for investigation and follow-up.

## 4. Monitoring and reporting

- Annual GEP review by management.
- Reporting of gender-disaggregated workforce data and progress indicators internally.

## 5. Conclusion

NitroCapt AB sees gender equality as both a matter of fairness and a driver of innovation and business success. With this GEP, we commit to clear, measurable, and continuously improving actions to ensure equal opportunities for all employees, regardless of gender.

We emphasize that we are committed to improving gender balance and work to ensure fairness and support a strong, diverse, and collaborative company culture.

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