

Statement Gender Equality Plan

In the multi-year strategic plan 2024-2028 of the Princess Máxima Center an inclusive and safe work environment for its employees is a main strategic pillar. Within this pillar diversity and inclusion are important focus areas. Everyone benefits from a culture in which everyone can be themselves, feels valued and included. To create the necessary preconditions and fundamentals for this ecosystem, the Princess Máxima Center is, amongst other initiatives and plans, committed to a Gender Equality Plan. This plan contains the three mandatory requirements as stated in the Gender Equality Strategy of Horizon Europe by the European Commission:

1. Dedicated Resources:

- A dedicated Diversity & Inclusion coordinator within the HR-department
- Diversity and Inclusion Coordination Group representing various working groups e.g. with the aim of promoting and facilitating gender equality

2. Data Collection and Monitoring:

- The collection and analysis of gender disaggregated data of employees
- Monitoring of gender balance within teams and leadership positions

3. Training:

- Leadership development trainings
- Awareness-raising activities

By means of this statement the existence of a Gender Equality Plan of the Princess Máxima Center is declared. This Gender Equality Plan is endorsed and certified by:

On behalf of the Board of Directors



Gita Gallé (COO/CFO)

