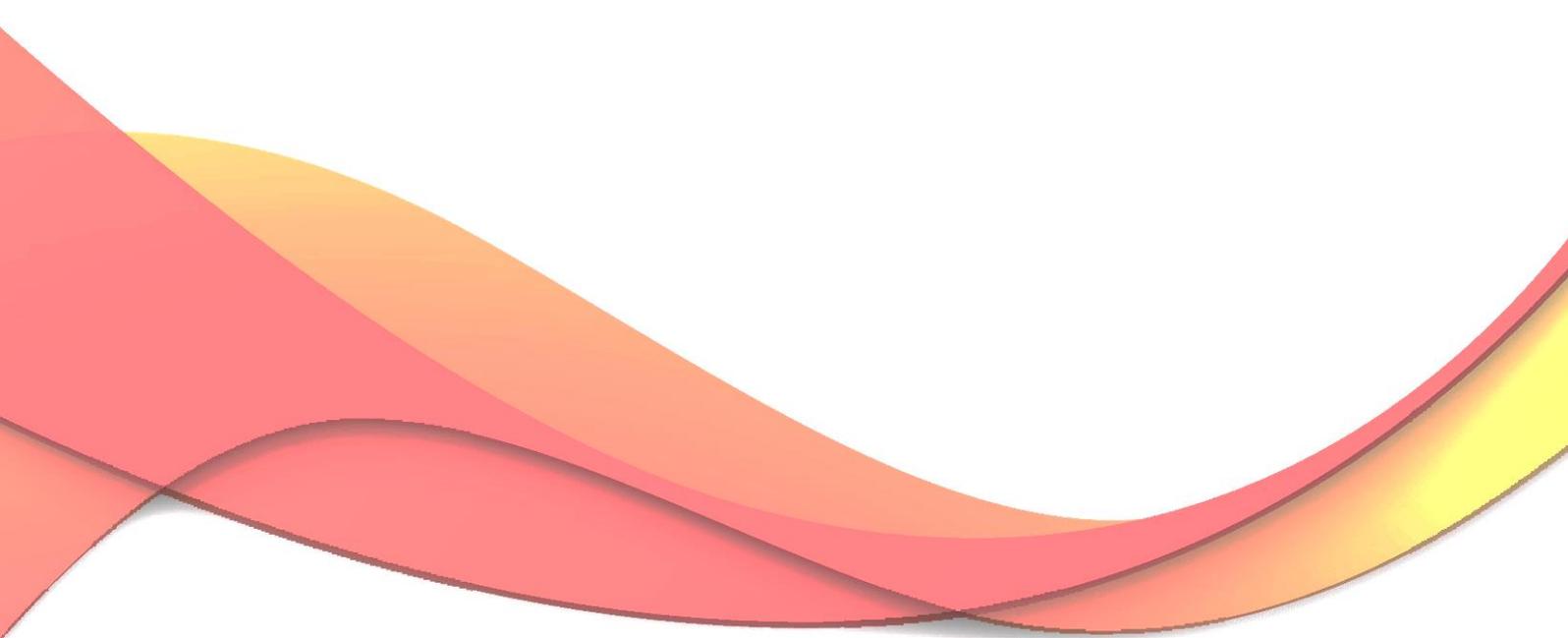




Gender Equality Plan

2021



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1. Introduction

Retail-Link is the innovative Software as a Service Provider in the Greek Supply-Chain. From 2003 until today Retail-Link offers a comprehensive portfolio of e-collaboration services, targeted on effectively connecting the outmost competitive companies with their business partners (e-Invoicing, e-Archiving, Electronic data interchange – EDI, Collaborative stock replenishment – CRP/VMI, E-Distribution channel management). Retail-Link is a subsidiary of Entersoft Group: the leading business software and services provider in Southeast Europe and the Middle East. Entersoft is listed in the Athens Stock Exchange, exports to Cyprus, Serbia, Qatar, Saudi Arabia and owns subsidiaries in Bulgaria, Romania & United Arab Emirates.

This Gender Equality Plan sets out organizational priorities for addressing gender equality and identifies activities and monitoring plans. Equality of opportunity is core to Retail-Link mission and gender balance is a critical component to ensure fair access and equity for our research, managerial and support staff. Retail-Link following international, community and internal standards, commits to the promotion of equality of opportunities between women and men in its principles and priorities.

The Plan has been approved by the management and it is revised on a yearly basis.

2. Dedicated resources

Retail-Link has committed the HR department to design, implement and monitor this Gender Equality Plan.

3. Goals and principles

The main goals of this Gender Equality Plan are to ensure:

- that genders have equal opportunities when it comes to recruitment and terms of employment
- that gender does not affect employees' wages
- that all employees have the same opportunities, rights, and obligations regardless of gender
- a healthy work environment, free from gender-based violence, where everyone is treated professionally
- work organization in which employees can combine work with family life

4. Data collection and monitoring

Retail-Link emphasizes on the gender equality, by providing equal opportunity to both female and male candidates. Data collection and monitoring is performed in accordance with the General Data Protection Regulation (EU). The process is also documented in all employees' contract and is communicated to them upon sending the official job offer.

Figure 1 graphically presents the male/female allocation percentage of Retail-Link employees.

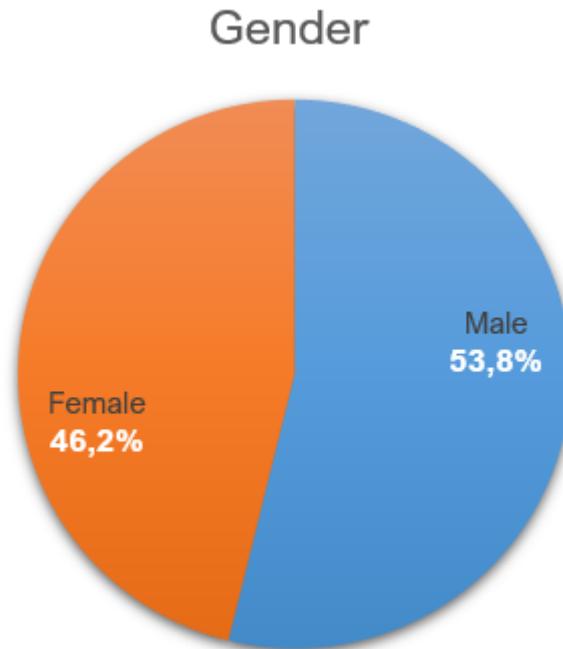


Figure 1

5. Training

The company offers the decision makers and the Human Resources department proper training and participation to educational seminars or programs that aim to the constant awareness of gender equality, opportunities.

Open discussion is encouraged to be taking place through offline discussions with the HR department, in order to capture potential concerns and new ideas in best practices for awareness on Gender Equality.

6. Work-life balance

Retail-Link is aware that organizational culture and work-life balance are key components for establishing an environment where both men and women can enjoy their activities and equal opportunities in building a fulfilling career. Organizational culture and work-life balance is a broad thematic area that addresses issues such as:

- i. Gender-sensitive communication
- ii. Childcare provisions
- iii. Maternity/paternity/parental leave provisions
- iv. Part time work possibility

7. Gender balance in leadership and decision-making

Retail-Link strives to be a gender-balanced company, where its members have equal access to and a balanced participation in leadership and other decision-making roles.

8. Gender equality in recruitment and career progression

We recognize that our personnel is our most important asset and the key factor of achieving our strategic objectives. Through a transparent and merit-based framework of selection and evaluation of the performance and reward of our human resources and a network of appropriate processes and rational organizational structures, the company aims to achieve its goals. Opportunities for professional development and progress are part of our anthropocentric philosophy.

It is pointed out that the Company has a Remuneration and Nomination Committee with the main purpose of submitting proposals to the Board of Directors regarding the remuneration system for the maintenance and attraction of the appropriate executives of the Company.

9. Integration of the gender dimension into research and education

Retail-Link strives to be a socially responsible company that successfully integrates and proliferates gender conscious research and education.

10. Integration of the gender dimension into research and education

At Retail-Link we thrive to cultivate a community that operates fundamentally on the grounds of mutual respect between all its members. Consequently, gender-based violence is not tolerated within the company.

11. Approval

The document is approved by the top management of Retail-Link and is signed by Mr. Antonis Kotzamanidis, Managing Director.