

Talia Intelligence S.L. — Gender Equality Plan 2026–2029

Oct 7, 2026 · @Albert

1. Purpose, scope and adoption

Talia Intelligence S.L. ("TALIA") adopts this Gender Equality Plan (GEP) to make gender equality a working principle of how we hire, lead, build our product and treat people. The plan runs from October 2026 to October 2029 and is reviewed every year.

Scope. The plan applies to all founders, employees, interns, freelancers and collaborators working for TALIA, and to the design and development of the TALIA platform.

Framework. The plan follows the four mandatory process requirements and the five recommended thematic areas of the European Commission's Horizon Europe Gender Equality Plan criterion. It also takes into account Spanish equality law (Ley Orgánica 3/2007 for effective equality between women and men).

Adoption. The plan was approved unanimously by TALIA's three founders and directors at a management meeting held in Barcelona, and is signed by them in Section 6. It is published on the company website at talia.events, where previous versions will also remain available.

2. Starting point

TALIA is an early-stage company founded in 2026 in Barcelona, with a small team and a woman as CEO. Being small, we can build equality into our culture from the start rather than correct it later.

Group	Women	Men	Other / not disclosed	Total
Founders and directors	1	2	0	3
Employees	0	0	0	0
Interns	2	0	0	2
Freelancers and regular collaborators	0	0	0	0

Figures as of October 2026. This table is the baseline for the indicators in Section 3.3.

Our product also carries gender-relevant risks: TALIA's AI agents talk to audiences in more than 50 languages, and our platform turns those conversations into audience data. Bias in language, voice or data analysis would affect the people our clients serve.

3. Mandatory requirements

3.1 Public, signed document

This plan is a formal document signed by TALIA's top management (Section 6) and published on talia.events. Each updated version is published with its date, and earlier versions stay online.

3.2 Dedicated resources and expertise

- **Gender Equality Officer:** Albert Salmerón (CMO) is responsible for implementing, monitoring and reporting on this plan, with at least 4 hours per month dedicated to it.
- **Oversight:** the three founders review progress at a management meeting every six months, and the minutes are kept as evidence.
- **Budget:** TALIA allocates at least EUR 1,000 per year to gender equality training, external advice and tools, increasing as the team grows.
- **Expertise:** TALIA will consult an external gender equality specialist for the annual review and use public resources such as the European Institute for Gender Equality (EIGE) GEAR tool and Barcelona Activa's equality services.

3.3 Data collection and monitoring

TALIA collects sex/gender-disaggregated data every year on:

- team composition by role, seniority and contract type (founders, employees, interns, freelancers);
- applicants, shortlisted candidates and hires for each recruitment process;
- pay and pay ranges by role, to detect any gender pay gap;
- participation in training, events and speaking opportunities;
- gender balance in decision-making bodies (management, advisory board, any future board).

Data is collected anonymously and in line with the GDPR. The Gender Equality Officer prepares a short internal report every year and publishes a public progress report at least every two years on talia.events.

3.4 Training and awareness

- All founders, as decision-makers, complete unconscious gender bias training within six months of adoption, and a refresher every year.
- Every new employee, intern and regular collaborator completes gender equality and unconscious bias training during onboarding.
- Anyone involved in hiring or in designing and testing AI features receives specific training on bias in recruitment and in AI systems.
- Attendance is recorded and kept as evidence.

4. Thematic areas, measures and targets

4.1 Work-life balance and organisational culture

- Flexible working hours and remote work available to all team members, with core meeting hours agreed as a team.
- Right to digital disconnection outside working hours, written into team guidelines.
- Meetings scheduled within working hours, and caring responsibilities taken into account when planning travel and events.
- Full support for maternity, paternity and caregiving leave, with return-to-work arrangements agreed in advance.

Target: team guidelines on flexibility and disconnection published internally by March 2027; an anonymous yearly team survey with at least 80% satisfaction on work-life balance.

4.2 Gender balance in leadership and decision-making

- Maintain a woman in TALIA's executive leadership, as today with our CEO.
- Aim for gender balance in any advisory board, board of directors or investor committee set up in future.
- Share external visibility fairly: speaking slots, panels, pitches and media appearances are rotated among founders and team members regardless of gender.

Target: at least 40% of the under-represented gender in every decision-making body and advisory board TALIA creates; at least 40% of public speaking opportunities given to women each year.

4.3 Gender equality in recruitment and career progression

- Job and internship offers written in gender-neutral, inclusive language and published in channels that reach diverse candidates.

- Clear, written selection criteria defined before each process.
- Interview panels of at least two people, including at least one woman whenever possible.
- Every final shortlist includes at least one woman and one man whenever the applicant pool allows.
- Pay bands by role, applied equally to everyone, and transparent promotion criteria.

Target: zero unexplained gender pay gap for equal roles; at least 40% women among hires and interns over each two-year period.

4.4 Gender dimension in research, product and content

TALIA builds AI agents and audience analytics, so this area applies directly to our product and R&D.

- Test our AI agents for gender bias in language, tone and responses before each major release, in the main languages they serve.
- Use inclusive, non-sexist language by default in agent responses and offer neutral voice options.
- Never infer users' gender from their conversations; audience data is only segmented by gender when users provide it voluntarily and with consent, in line with the GDPR.
- Review our audience analytics and our recommendation engine research to make sure results do not reinforce gender stereotypes.
- Keep accessibility and inclusion at the core of the product through our accessibility module, aligned with the European Accessibility Act.

Target: a documented gender bias test for every major release from 2027; a written bias review of the recommendation engine before it reaches clients.

4.5 Measures against gender-based violence, including sexual harassment

- Adopt a protocol for preventing and handling sexual and gender-based harassment, as required by Spanish law, within three months of this plan.
- Provide a confidential reporting channel, with the option to report to an external person if the case involves a founder.
- Investigate every report promptly, protect the person reporting from retaliation and apply disciplinary measures when needed.
- Apply a code of conduct to team members at external events, fairs and client sites.

Target: protocol and reporting channel in place by January 2027; 100% of the team informed of them during onboarding.

5. Implementation timeline and review

Date	Milestone	Owner
October 2026	Plan approved, signed and published on talia.events	Founders
January 2027	Harassment protocol and confidential reporting channel in place	Gender Equality Officer
March 2027	Founders' unconscious bias training completed; team guidelines on flexibility published	Gender Equality Officer
April 2027	First six-monthly progress review by the founders	Founders
October 2027	First annual internal report and plan update	Gender Equality Officer
October 2028	First public progress report published on talia.events	Gender Equality Officer
October 2029	Full evaluation and new plan for 2029–2032	Founders

The plan is updated whenever the team grows significantly or the annual data shows that a target is not being met.

6. Signatures

Approved and signed by the founders and directors of Talía Intelligence S.L. (CIF B93811131), Barcelona, on 12 October 2026.

Name	Role	Signature
Andrea Pascual	Co-founder and CEO	
Albert Salmerón	Co-founder and CMO	
Ricardo Sardón	Co-founder and CTO	

Firmado por ***9656**
ANDREA PASCUAL el día
12/10/2026 con un
certificado emitido
por AC CAMERFIRMA FOR
NATURAL PERSONS - 2016

Firmado por ALBERT
SALMERON COJO -
NIF:***2234** el día
12/10/2026 con un
certificado emitido

