

WOMEN TechEU

Guidelines for applicants: Full Proposal Stage

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Opening of the strand: 15/07/2026

- **Submission deadline 5: 16/09/2026, 17:00h CEST*, Brussels time**
- **Submission deadline 6: 14/01/2027, 17:00h CET*, Brussels time**
- **Submission deadline 7: 01/04/2027, 17:00h CEST*, Brussels time**
- **Submission deadline 8: 08/07/2027, 17:00h CEST*, Brussels time**

* The deadline for submission is as stated in this Guidelines document. Please note that the platform for submission's time depends on the user's configured timezone and may or may not coincide with the correct time (this depends on the user, not the platform for submission). Any discrepancies in system time will not be grounds for deadline extension.

Project Website: www.womentecheurope.eu

Open Call platform: the link for application will be sent exclusively to eligible applicants in their eligibility letter.

Table of content

List of acronyms	7
1. Introduction	9
1.1. About Women TechEU 2 EIC project	9
1.2. Objectives and ambition	10
2. Definitions	10
3. Full Proposal dates	13
3.1. Application period	13
3.2. Evaluation period	13
3.3. Evaluation Summary Report reception and Legal Validation	14
3.4. Programme of services	15
4. Budget per submission deadline	15
5. EIC Challenges	17
6. Who does Women TechEU support?	18
7. How to apply? The Application Process	18
7.1. Overall process	18
7.2. Application preparation	19
7.3. Language	20
7.4. Documents to be submitted	20
7.5. Application format and submission	21
7.6. Helpdesk support channel	24
7.6.1. Questions during submission process	24
7.6.2. Technical issues	25
7.6.3. Amendment of submitted applications	26
8. Proposal Evaluation and Selection Process	28
8.1. Evaluation process	28

8.1.1.	Submission of Full Proposal	28
8.2.	Eligibility Check	29
8.3.	Automatic red flags check	30
8.4.	Experts' remote evaluation	30
8.5.	Score normalisation	32
9.	Final selection	34
9.1.	Ethics evaluation	35
9.2.	Validation of the legal entity	35
9.3.	Sub-grantee agreement preparation	37
10.	Appeals procedure	38
11.	Programme	39
11.1.	Financial Support and reporting	43
11.1.1.	After Month 1 – Programme Launch & Setup	43
11.1.2.	After Month 3 – Growth and Selection Pathway	44
11.1.3.	After Month 6 – Completion and Impact Assessment	45
11.2.	Origin of Funds	46
11.3.	Absence of conflict of interest	47
11.4.	Ethical Issues	48
11.5.	Data Protection	49
12.	Beneficiaries' Responsibilities	49
12.1.	Conflict of interest	49
12.2.	Data protection and confidentiality	50
12.2.1.	Accuracy and Completeness of Data	51
12.2.2.	Security Measures	51
12.3.	Promotion of the action and EU Funding visibility	52
12.4.	Financial audits and control	54

12.5. External communication and open data	54
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List of figures

Figure 1. Calendar scheme of Full Proposal strand	13
Figure 2. Evaluation process Women TechEU 2 EIC	28

List of tables

Table 1. List of Acronyms	8
Table 2. Budget distribution per submission deadline	16
Table 3. Criteria score	31
Table 4. Summary of the milestones and payments of the Programme of Services	46

List of acronyms

Acronym	Description
AI	Artificial Intelligence
CEO	Chief Executive Officer
CTO	Chief Technology Officer
CSO	Chief Scientific Officer
EEA	External Evaluator Average
EIC	European Innovation Council
EISMEA	European Innovation Council and SMEs Executive Agency
ESR	Evaluation Summary Report
EU	European Union
FIF	Financial Identification Form
GDPR	General Data Protection Regulation
KPI	Key Performance Indicators
OAS	Overall Average Score

Acronym	Description
OLAF	European Anti-Fraud Office
PIC	Participant Identification Code
SME	Small and medium-sized enterprise
TRL	Technology Readiness Level
VAT	Value Added Tax

Table 1. List of Acronyms

1. Introduction

1.1. About Women TechEU 2 EIC project

The Women TechEU 2 EIC project is on a mission to ignite the potential of women-led early-stage startups in deep tech. 160 talented women entrepreneurs from across the European Union and Horizon Europe associated countries will be receiving direct support. With 75k€ grant (non-diluting finance) and a personalised business development programme, the project will be paving the way for these innovators to shine as leaders in deep tech innovation across Europe.

This project is a continuation of the Women TechEU scheme that was first managed by EISMEA (European Innovation Council and SMEs Executive Agency) from 2021 to 2023 and by another consortium during 2024 - 2026, and it has now become a fully-fledged cascade funding project that is run by an EU-wide consortium made up of different innovation ecosystem players, representatives of women entrepreneurs and also investors.

Over a two-year period, the project will award a total of €12 million in non-dilutive funding through an open call with four competitive submission deadlines. For each deadline, 40% of the funding will be allocated to startups from widening regions.

Each selected startup will receive tailored support designed to unlock its full potential, including access to a comprehensive menu of business development services and one-to-one mentoring from a business expert. The six-month support programme will be co-designed by the entrepreneurs and the programme team, with clearly defined, individualised development KPIs.

This structured support will ensure a smooth and sustained scale-up of each business, while also preparing participants to successfully apply for further funding opportunities such as the EIC Accelerator and Pre-Accelerator programmes.

1.2. Objectives and ambition

The main objective of the project is:

To create a targeted programme of support for women founders and entrepreneurs leading deep tech startups from Europe. This will enable them to grow into tomorrow's tech leaders and to put women at the forefront of deep tech in Europe.

Our ambition is to directly contribute to interconnected, inclusive, and more efficient innovation ecosystems that draw on the existing strengths of European networks to engage new, less well-represented stakeholders and less advanced innovation territories. Women TechEU will leverage its experience and the strengths of existing startup accelerators, Universities and other multiplier organisations around Europe to foster greater long-term inclusivity of women in deep tech sectors.

Women TechEU will **target areas lagging in innovation capacity** (widening areas), to reduce territorial inequalities in accessing innovation support.

The funding, combined with tailored support services and facilitated investor connections, will strengthen cross-border networks and interregional collaboration, particularly for startups from less-connected ecosystems. This approach will enhance the capacity of regional innovation valleys to create, reshore, and renew European value chains in line with the green and digital transition.

In parallel, it will deepen and expand collaboration between innovation ecosystems across Europe and globally.

To engage with these promising early-stage, women-led, deep tech startups, Women TechEU will open a competitive call divided into two strands (Eligibility and Full Proposal) to select and empower them.

2. Definitions

For the purposes of this call, the following definitions shall apply:

- **Autonomous enterprise:** An autonomous enterprise means an enterprise that is neither a partner enterprise nor a linked enterprise within the meaning of [Article 3 of the Annex to Commission Recommendation 2003/361/EC](#). The assessment of autonomy shall take into account the ownership, control and

relationship of the applicant with other enterprises, in accordance with the EU SME definition rules.

- **Deep tech:** refers to technology-based innovation grounded in substantial scientific or engineering advances, requiring continuous interaction with cutting-edge research, technological development and/or complex engineering challenges, and aiming to generate significant impact in its target application area. The use, integration or minor adaptation of existing or standard technologies, without advancing the underlying technology itself, shall not be considered sufficient to qualify as deep tech.
- **Early-stage startup:** means a private company that:
 - i. has been legally registered for at least six months and not more than five years at the relevant eligibility cut-off date;
 - ii. qualifies as an SME within the meaning of [Commission Recommendation 2003/361/EC](#);
 - iii. has raised less than EUR 1 million in equity; and
 - iv. is developing a technology-based innovation that has not yet reached a high-fidelity Minimum Viable Product and is positioned between Technology Readiness Level 4 and Technology Readiness Level 6, both included.
- **SME:** An SME means a micro, small or medium-sized enterprise within the meaning of [Commission Recommendation 2003/361/EC](#) of 6 May 2003 concerning the definition of micro, small and medium-sized enterprises. In accordance with Article 2 of the Annex to that Recommendation, the category of SMEs comprises enterprises which employ fewer than 250 people, and which have an annual turnover not exceeding EUR 50 million or an annual balance sheet total not exceeding EUR 43 million. **Foundations, associations, federations or other types of legal entities different from private company will not be eligible.**
- **Widening areas:** countries and territories covered by Horizon Europe's "Widening participation and spreading excellence", including Widening EU Member States, Associated Countries with equivalent characteristics in terms of R&I performance, and the Outermost Regions as defined in Article 349 TFEU. Eligible widening countries must be within the [22 Horizon Europe participating countries](#), dated as 12.02.2026.
For the purposes of this call, [widening areas](#) include:

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- i. **Widening EU Member States:** Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Greece, Hungary, Latvia, Lithuania, Malta, Poland, Portugal, Romania, Slovakia and Slovenia.
 - ii. **Widening Associated Countries:** Albania, Armenia, Bosnia and Herzegovina, Faroe Islands, Georgia, Kosovo, Moldova, Montenegro, North Macedonia, Serbia, Tunisia, Türkiye and Ukraine.
 - iii. **Outermost Regions:** Guadeloupe, French Guiana, Martinique, Réunion, Mayotte and Saint-Martin (France); the Azores and Madeira (Portugal); and the Canary Islands (Spain).
- **Woman:** in line with the inclusive scope of the Women TechEU programme, the term “woman” refers to a cis woman or to a transgender woman legally recognised as a woman under the applicable national legal framework. Verification may be carried out on the basis of the identity document issued by the country of nationality or other official documentation accepted under the relevant national rules.
 - **Woman founder / co-founder:** means a woman who is legally recognised as a founder or co-founder of the applicant company, either as one of the original shareholders at the time of incorporation or as a shareholder whose name was added within one year from the official company registration date. The woman founder or co-founder must actively participate in the Women TechEU programme if the applicant is selected.
 - **Women-led company / women leadership:** means an applicant company in which at least one woman founder or co-founder currently holds a top management position, such as Chief Executive Officer, Chief Technology Officer, Chief Scientific Officer or an equivalent executive position in the company such as Director, General Manager and similar. Moreover the company should be one in which women hold at least 25% of the company’s shares at the time of submission. This requirement will be assessed on the basis of the company registration documents, capitalisation table and any other supporting evidence requested during the eligibility verification process.

3. Full Proposal dates

The **application process** for Women TechEU is **divided in 2 strands**. First, applicants must verify their eligibility status (Eligibility call). Once they are validated, they will be invited (if eligible) to the second stage, the Full Proposal submission.

This guideline covers the second strand, the Full Proposal strand which counts with 4 submission deadlines in the two-year time of the project:

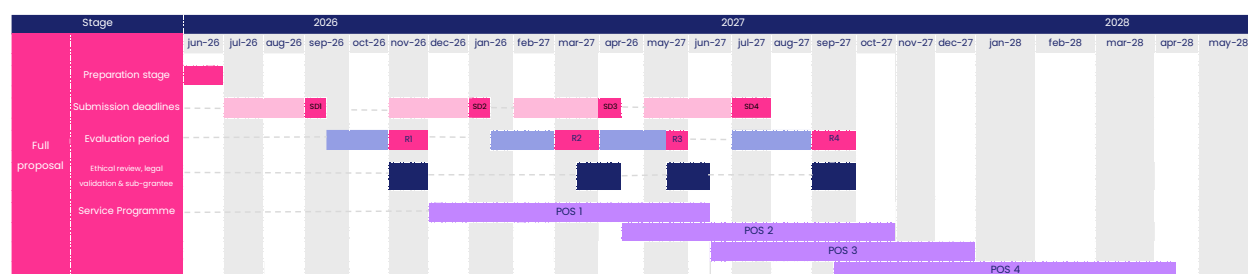


Figure 1. Calendar scheme of Full Proposal strand

3.1. Application period

Opening of the strand: 15/07/2026

- **Submission deadline 5: 16/09/2026, 17:00h CEST*, Brussels time**
- **Submission deadline 6: 14/01/2027, 17:00h CET*, Brussels time**
- **Submission deadline 7: 01/04/2027, 17:00h CEST*, Brussels time**
- **Submission deadline 8: 08/07/2027, 17:00h CEST*, Brussels time**

**The deadline for submission is as stated in this Guidelines document. Please note that the platform for submission's time depends on the user's configured timezone and may or may not coincide with the correct time (this depends on the user, not the platform for submission). Any discrepancies in system time will not be grounds for deadline extension.*

3.2. Evaluation period

The dates below are tentative planning per submission deadline:

- **Eligibility verification & Flags check:** Indicatively period to evaluate applicants.
 - **Submission deadline 5 Eligibility & Flags check:** 17/09/2026 – 02/10/2026

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- **Submission deadline 6 Eligibility & Flags check:** 15/01/2027 – 29/01/2027
 - **Submission deadline 7 Eligibility & Flags check:** 02/04/2027– 16/04/2027
 - **Submission deadline 8 Eligibility & Flags check:** 09/07/2027– 23/07/2027
 - **External evaluation**
 - **Submission deadline 5 External evaluation and normalization score:** 05/10/2026 – 30/10/2026
 - **Submission deadline 6 External evaluation and normalization score:** 01/02/2027 – 26/02/2027
 - **Submission deadline 7 External evaluation and normalization score:** 19/04/2027 – 14/05/2027
 - **Submission deadline 8 External evaluation and normalization score:** 26/07/2027 – 20/08/2027

3.3. Evaluation Summary Report reception and Legal Validation

Results: The communication of the evaluation's final results to all the applicants will be sent in max 8 weeks after submission deadline. There will not be any prior disclosure of information about the evaluation process before the complete review has not finished.

- **Submission deadline 5 Results:** approximately on 13/11/2026
- **Submission deadline 6 Results:** approximately on 12/03/2027
- **Submission deadline 7 Results:** approximately on 28/05/2027
- **Submission deadline 8 Results:** approximately on 03/09/2027

Ethical review, Legal validation and Sub-grantee agreement preparation and signature: Legal validation is applied exclusively to successful applicants and involves the submission of various documents (see Section **Documents to be submitted**) to ensure compliance with the requirements of the Women TechEU project.

- **Submission deadline 5 Ethical review, Legal Validation & Sub-grantee agreement:** approx. 16/11/2026 – 28/11/2026

- **Submission deadline 6 Ethical review, Legal Validation & Sub-grantee agreement:** approx. 15/03/2027 – 09/04/2027
- **Submission deadline 7 Ethical review, Legal Validation & Sub-grantee agreement:** approx. 31/05/2027 – 18/06/2027
- **Submission deadline 8 Ethical review, Legal Validation & Sub-grantee agreement:** approx. 06/09/2027 – 24/09/2027.

3.4. Programme of services

More information about the programme services, Financial Support, reporting and the origin of the funds can be found in section Programme.

- **Cohort 5:** from 01/12/2026 – 15/06/2027
- **Cohort 6:** from 12/04/2027 – 14/10/2027
- **Cohort 7:** from 22/06/2027 – 22/12/2027
- **Cohort 8:** from 30/09/2027 – 13/04/2028

4. Budget per submission deadline

The financing provided for each sub-granted project is determined through a lump sum scheme, taking into account the requirements specified in the call text and the duration of the programme.

The **total budget available for FSTP is 12.000.000€ for all the submission deadlines**. Women TechEU will have a total of **four submission deadlines**, where up to **160 startups** will benefit and the total funding limit for a single organisation across all Women TechEU submission deadlines is set at **€75,000** (see Table 2. Budget distribution).

	Selected applicants		Budget per applicant	Total budget	
	Widening areas	Other areas		Widening areas	Other areas
Submission deadline 5	16	24	75.000€	1.200.000€	1.800.000€

	Selected applicants		Budget per applicant	Total budget	
	Widening areas	Other areas		Widening areas	Other areas
Submission deadline 6	16	24	75.000€	1.200.000€	1.800.000€
Submission deadline 7	16	24	75.000€	1.200.000€	1.800.000€
Submission deadline 8	16	24	75.000€	1.200.000€	1.800.000€
TOTAL	160		12.000.000€		

Table 2. Budget distribution per submission deadline

Women TechEU 2 EIC introduces a **dedicated Widening budget line**—not as an add-on, but as a strategic lever to ensure cohesion, competitiveness, and excellence across all regions of Europe. **40% of the budget will be reserved** from those applications. This is translated into 4.800.000€ for 64 Widening Area Startups.

Any unused budget in one particular submission deadline is transferred to the following submission deadline within the same geographical area, meaning widening area regions will preserve their 40% total budget allocation until the end of the programme.

This funding is intended to support strategic activities that will prepare the company to become investment-ready, with the potential to secure significant funding rounds from deep tech venture capital investors and to win other non-diluting grants like the EIC Accelerator and the Pre-Accelerator.

More information on the distribution of the funds to the selected startups in section Financial Support and reporting.

5. EIC Challenges

As part of this initiative, startups must indicate which EIC Accelerator challenge they will be addressing. The [EIC Accelerator challenges](#) cover predefined topics that have been identified in areas where breakthrough technologies or transformative innovations developed by startups or SMEs can have a significant impact on EU objectives.

Startups applying to this call will be invited to select one of the published challenges that fits their solution and propose how they can address it.

EIC Accelerator Challenges are:

1. **[Advanced Materials for Renewable Energy and Energy Storage Systems:](#)** Scaling advanced material technologies that will enhance the EU's strategic autonomy in energy generation and mid-long energy storage, while addressing sustainability, circularity and safety issues.
2. **[Alternative Concepts and Key Enabling Technologies for Fusion Power Plants:](#)** Accelerating the transition from achieving fusion energy gain to the full commercialisation of fusion energy, positioning Europe as a global leader in the field.
3. **[Biotech for Regenerating Agricultural Soils:](#)** Scaling deep tech solutions that will improve soil health and the sustainability, efficiency, and resilience of the European agricultural sector, which spans food, feed and biomass.
4. **[Boosting the European Critical Raw Materials value chain:](#)** Securing supply of sustainably produced primary and secondary critical and strategic raw materials for EU industrial value chains and strategic sectors and help strengthen the EU mining value chain.
5. **[Deep Tech for Climate Adaptation:](#)** Developing and commercially scaling timely solutions needed across Europe to adapt to key climate risks.
6. **Open Challenge.** For projects that do not match the EIC Accelerator challenges, proposals are accepted for other fields of technology.

6. Who does Women TechEU support?

Women TechEU **targets women-led early-stage deep tech startups**. For detailed eligibility criteria, please refer to the [Eligibility Strand guidelines](#).

ONLY applications selected as **ELIGIBLE** in the **Eligibility strand will be invited** to submit a Full Proposal. It is important to note that applicants deemed eligible at their Eligibility Strand application remain eligible across multiple Full Proposal submission deadlines. At the moment of Legal Validation, however, eligibility criteria will be checked against the submission deadline and cut-off of their Eligibility Strand they actually submitted to – not the one tied to the Full Proposal submission deadline.

7. How to apply? The Application Process

7.1. Overall process

The submission will be done through the official online submission platform, Sploro's platform. **ONLY** applications received directly through the online submission platform and selected in the Eligibility Call will be considered eligible.

Applicants will be provided with an editable template of the application form (see Annex 1) to let them prepare the application offline before introducing the information in the form available at the Sploro platform. Applications can be edited and saved on the platform as many times as needed, applicants do not need to fill and submit their application in one go. **Sending this form template in any other format, via e-mail or any other means will automatically disqualify the submission.**

Applicants must strictly adhere to the form provided by Women TechEU consortium via Sploro platform, which defines sections and the overall length. Evaluators will be instructed not to consider extra material in the evaluation. Please do not upload any document into the documents section of your application prior or after closing deadline. They will not be taken into consideration for evaluation. Women TechEU team will contact you in case of any document is required.

Applicants are required to ensure that all information provided in their application is accurate and truthful. Should any false information be discovered, submitted with the intent of passing the evaluation phase, the applicant will be automatically disqualified and blacklisted from the submission deadlines in the Women TechEU 2 EIC project.

7.2. Application preparation

For the successful submission, applicants are strongly advised to follow these steps:

1. Applicants are required to apply online and answer all mandatory questions through the link they will receive after the eligibility check. Moreover, applicants must submit all the requested documents established in the application form. The lack of any of the documents or answers to required questions will hinder the submission of the proposal.
2. In addition, note that certain documents – which will be required for each applicant selected for the programme and signing a sub-grantee agreement – may take time to acquire. It is highly advisable that you read the Section Sub-grantee agreement preparation and take into consideration the time needed to obtain these documents.
3. Be concrete and concise. Open questions have word limitations.
4. Please examine all the open call documents and attend at least one of the online events promoted by the Women TechEU project to be prepared. Please, mark your calendars for the upcoming InfoDays:
 - a. **1st InfoDay:** 25 June 2026 at 10:00h CEST (Brussels time)
 - b. **2nd InfoDay:** 08 July 2026 at 10:00h CEST (Brussels time)
 - c. **3rd InfoDay:** 06 August 2026 at 12:00h CEST (Brussels time)
 - d. **4th InfoDay:** 15 September 2026 at 16:00h CET (Brussels time)
 - e. **5th InfoDay:** 10 November 2026 at 16:00h CET (Brussels time)
 - f. **6th InfoDay:** 12 January 2027 at 10:00h CET (Brussels time)
 - g. **7th InfoDay:** 16 March 2027 at 16:00h CEST (Brussels time)
 - h. **8th InfoDay:** 04 May 2027 at 10:00h CEST (Brussels time)

* Recordings from the InfoDays will be available after the session in the project social media/website

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5. Only submissions within the Open Call duration will be accepted. There will not be any deadline extensions unless there is a Force Majeure situation i.e., a major problem with the platform caused by the Women TechEU consortium and not by the applicants, making the system unavailable for a long period. It is strongly advised not to wait until the last moment to submit.
 6. Submit your proposal at least two days before the submission deadline, to avoid any technical issues that can occur when there is a very high volume of activity on the online platform.

7.3. Language

English is the only official language for the entire Women TechEU project.

Submissions done fully or in part in any language other than English will not be eligible or evaluated. All communication and materials will be in English, and deliverables will only be accepted if they are in English.

English is the only official language during the whole implementation of the Women TechEU. This means that any requested submission of documentation and deliverables will be done in English to be eligible, and the programme activities will be only held in English.

7.4. Documents to be submitted

The application process will be exclusively through the official online Sploro platform. Before you begin, we recommend carefully reviewing a preliminary version of the application form to familiarise yourself with key elements.

All required documents, such as the CV must be **in English** and must be uploaded **in PDF format** through the Sploro's platform.

To gain a clearer understanding of the applicant, a **three-minute video** is required, serving as a short teaser pitch. The video must feature the lead applicant—who will participate in the Programme of Services—briefly introducing herself, her company, and presenting the core idea, solution, or product under development. You should pitch the company, its mission and vision, its technology and future plans.

Please note that the video should not be a PowerPoint presentation or a polished corporate marketing production. A simple recording made with a smartphone is perfectly acceptable. The primary aim is to allow the evaluators and the project team to better connect with and understand the person behind the application.

If the applicant has a co-founder, both individuals may appear in the video.

The three-minute video should as well be **in English** or at least with English subtitles and is compulsory to be uploaded into one of the platforms listed here:

- YouTube
- Zoom recording

The link should be set to public mode and copied into the application form. Make sure video can be accessed by anyone with the link and no additional access request is needed. It is recommended to test it before inserting a link into your application. Ensure the video link is active and accessible **at least until 8 weeks after the submission deadline you applied for.**

The videos that will not be available for public viewing during the evaluation, will deem your application as ineligible. All videos will only be used for evaluation purposes.

7.5. Application format and submission

The application form is structured into several sections designed to evaluate the alignment with the objectives of the Women TechEU 2 EIC project, and assess the proposal's **excellence, impact, and implementation** capacity, same criteria as in EIC Accelerator.

Application form: the online form is divided in the following sections:

1) Legal and Contact Information:

- Collects **participant contact information**: Full name, email, phone number, gender and position within the company.
- Captures **organization information**: organization legal name, short company name, full address, company website, phone number, logo of organization,

business registration number, VAT/Tax number, PIC number, 3-minute video and company social media.

2) **Impact:** The impact is evaluated according to the following criteria:

- The **investors pitch**.
- **Business plan** (i.e., whether it is realistic and convincing, whether the applicant demonstrated market need and willingness to pay, as well as a commercialisation plan and market entry plan).
- **Scale-up potential:** The business model shows the ability to scale rapidly across European and global markets.
- **Main five competitors**
- **SWOT analysis**

3) **Excellence:** The Excellence is evaluated according to the following criteria:

a. **Company description**

- i. Description of your use case
- ii. Notable achievements reached so far
- iii. Technology roadmap development

b. How **critical** this grant is for the company, and whether it will make a difference and add value to the company.

c. **Fundraising situation and historical track record.** We want growth-oriented startups, not traditional self-employment project companies which do not scale.

d. **Positive impact:** The growth potential of the innovation/solution in terms of turnover, profit, and jobs as well as its broader wider economic, societal, and environmental benefits in line with EU priorities.

e. Budget breakdown of how you intend to spend the 75k

f. Intention to apply to EIC Accelerator or Pre-Accelerator

g. EIC challenges

h. **Alignment** of the application with the call.

i. **Scale-up vision:** potential to scale internationally and create significant market impact.

j. **Novelty and breakthrough nature:** clear technological or business breakthrough beyond the current state of the art.

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- k. **Technology:** based on sound, validated deep technology.
 - l. **Intellectual Property Rights:** The project has a solid IPR strategy ensuring freedom to operate and protection of key assets.
- 4) **Implementation:** The implementation is evaluated according to the following criteria:
- **Quality and efficiency of the work plan** (i.e., whether the proposed activities are sound and well explained, as well as whether these activities are most needed at this stage).
 - An overall **gender balance** and the positions held by women in the startup.
 - **Team's capability and motivation:** The team has the necessary expertise, commitment, and drive to successfully deliver and scale the innovation.
 - **Risk mitigation assessed:** Key risks are clearly identified with credible mitigation measures in place.
- 5) **Ethics self-assessment:**
- Ethical considerations for biological material and data handling.
 - Clinical and non-clinical research ethics.
 - International and environmental ethical concerns.
- 6) **Declaration of Honour:**
- Certifies accuracy, completeness, and compliance.
 - Commits to participation, stable funding, and necessary resources.
 - Declares no administrative sanctions, exclusion situations, conflicts of interest or previous funding in the initiative.

Applicants must strictly adhere to the form provided by consortium via Sploro platform, which defines sections and the overall length. Evaluators will be instructed not to consider extra material in the evaluation. Please do not upload any document into the documents section of your application prior or after closing deadline. They will not be taken into consideration for evaluation. Women TechEU team will contact you in case of any document is required.

7.6. Helpdesk support channel

7.6.1. Questions during submission process

Women TechEU 2 EIC offers a dedicated **support channel** available for applicants at helpdesk@womentecheuropa.eu. However, the Helpdesk team should not be your first resource for information. Applicants are requested to consult these Guidelines, the FAQs available on the website, and recorded information sessions before resorting to the Helpdesk.

Note that the Helpdesk will not pre-evaluate proposals or give an opinion on the validity and/or eligibility of individual organisations and their projects. The submitted applications are evaluated by external experts from both technological and business profile who will come to a final decision.

The Helpdesk is the only official channel of communication for applicants. Any email or communication received outside the designated support channel will not be taken into account. This includes, but is not limited to: emails, calls, and messages to individuals within the Women TechEU 2 EIC consortium on their personal or professional accounts; messages sent on social media to the Women TechEU pages; messages sent to the social media accounts of individuals or organisations within the Women TechEU 2 EIC consortium or messages sent via the Sploro platform.

Harassment and unprofessional conduct when communicating with the Helpdesk will not be tolerated. Individuals conducting themselves in such a manner will be warned. Should such behaviour continue, **any application submitted by that applicant may be automatically disqualified**. Examples of such conduct include, but is not limited to, repeated demands for information that the Helpdesk is not at liberty to provide, attempting to sway the Helpdesk team or put pressure in favour of your application, asking or demanding for an exception from the rules to be applied to you, using profanity, and personally harassing individuals within the Women TechEU 2 EIC consortium through their personal contact addresses.

Requests to the Helpdesk will normally receive a response within 2 working days (Monday–Friday 09:00–17:00 CET). While all possible effort will be made to respond in

a timely manner, the teams should plan their submission, accordingly, allowing enough time before the deadline (i.e., at least 2 working days) if they expect an answer.

The Helpdesk reserves the right to extend its period of reply from 2 working days to 4 working days during times of high communication volume, such as in the days leading up to and after a call deadline. In such cases, the Helpdesk team will apply an automatic notification system informing people of these circumstances.

Requests or inquiries received AFTER two days before the closure time of the call will neither be considered nor answered. Lack of receipt of an answer to an inquiry shall not constitute grounds for an extension or re-evaluation of a proposal.

7.6.2. Technical issues

Applicants should be aware that it is best practice to submit at least two days before the deadline, to avoid any technical issues that can occur when there is a very high volume of activity on the online platform.

If you do experience technical issues preventing your submission in some way, this must be reported to the Helpdesk team **BEFORE** the official deadline. Anything received AFTER the deadline, even if just a minute later, will not be considered nor investigated.

At the event that you encounter technical issues, please contact the Helpdesk clearly explaining what you are experiencing, including any error messages or unexpected behaviour. Specify the steps leading up to the problem, so that we can replicate it. Include a timestamp screenshot of your entire screen or the specific part where the issue is visible. Ensure that the screenshot includes the system clock or another form of a timestamp. If applicable, provide any other relevant details such as the device, operating system, and browser you are using.

Even if you have a timestamped screenshot showing the error taking place beforehand, if the message with the screenshot does NOT reach the Helpdesk before the deadline, it will not be considered nor investigated. The time log of when the initial report reaches the Helpdesk email is the only factor that will be considered. If an applicant provides a screenshot showing that, on their end, an email was sent before the deadline, but this time does not match with the time log on the end of Helpdesk, it is always the Helpdesk's time log that will be considered.

Do not wait until the last moment to report technical issues to our Helpdesk. We recommend that you attempt to submit your work at least 48 hours before the official deadline to avoid any unforeseen problems.

Any communication stating technical issues received after the call deadline will not be considered nor taken into account.

7.6.3. Amendment of submitted applications

The submission deadlines are final. No exceptions of any kind will be made, regardless of any personal circumstance that may have affected you on the day of the deadline. The Women TechEU team and the Helpdesk will not re-open or amend your application, nor consider any extra information or documentation sent to it after the deadline.

If an applicant discovers an error in a submitted application or aims to improve the application, the applicant may submit a new version provided the submission deadline has not passed. In order to facilitate this step, the applicant must get in touch with the Helpdesk requesting to reopen the application. Applicants will be able to modify all answers of the application form as many times as needed until the deadline. Please be aware that once opened, the applicants should submit the completed form again before the set deadline or it will not be evaluated. Once resubmitted, only the last version received before the call deadline will be considered for evaluation. Failure to resubmit will result in the proposal not being evaluated.

Resubmission requests will be answered up to **two days before the call deadline** (subject to limitations described below). It is imperative that you title your email's subject-with the words "REOPENING OF SUBMITTED APPLICATION" so that our team can quickly see it and action it. The helpdesk cannot guarantee a timely response during the last two days of the open call. Consider this when writing your proposals. Failure to follow the above instructions would not be grounds for an extension or re-evaluation of a proposal.

Note: Reopening an application before the submission deadline for the purpose of correcting or improving it does not count towards the maximum of two attempts allowed under the Full Proposal call. An attempt is only counted once an application

has been formally submitted and evaluated as not eligible or not selected. Therefore, applicants may request reopening and resubmit their proposal multiple times before the deadline without affecting the two-attempt limit.

Please note that when you apply for the second time, after being evaluated, you must indicate in the first question on the form that this is the second time you are applying for the Full Proposal call. If you have reopened your form, you must leave the answer you had previously selected.

8. Proposal Evaluation and Selection Process

8.1. Evaluation process

In Women TechEU the evaluation process is split in two strands: Eligibility and Full proposal.

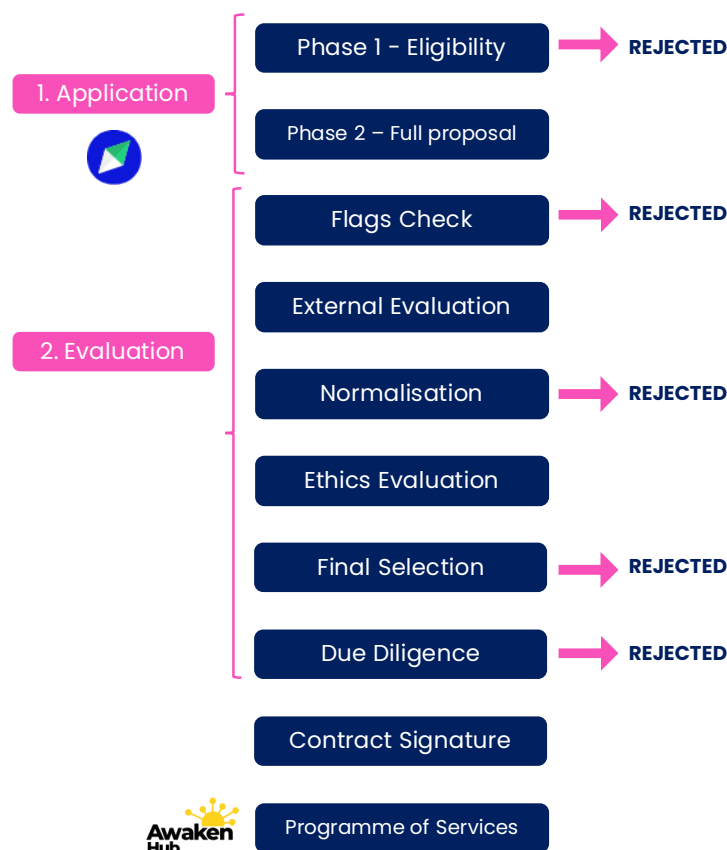


Figure 2. Evaluation process Women TechEU 2 EIC

8.1.1. Submission of Full Proposal

The **eligible proposals** will be **invited to submit a Full proposal** for comprehensive evaluation. Applicants from Eligibility check that receive their feedback with 15 days or less before the Full Proposal submission deadline will be invited to submit their full proposal for the following submission deadline to ensure they have sufficient time for preparation.

To avoid unnecessary technical issues, it is essential to maintain Sploro as the unique online platform for submission. This online platform makes submitting proposals much more accessible and convenient for applicants from anywhere with internet access at any time before the deadline. This can save time and resources by simplifying the review and evaluation process for proposals, which can be valuable for both the Women TechEU 2 EIC programme and applicants.

8.2. Eligibility Check

Although the eligibility criteria for selection for funding were verified in the previous stage, an additional eligibility check will also be carried out in this Full Proposal stage.

At this stage, the eligibility review primarily focuses on the formal and technical aspects of the submission rather than on its substantive content. In particular, the proposal will be assessed to ensure that it complies with the formal requirements of the call and includes all mandatory elements necessary to proceed with evaluation. Which are as follows:

- Application Form filled in correctly.
- All documents requested and application forms must be properly completed and in English, and all necessary documents must be uploaded in the right format (PDF for text documents and YouTube or Zoom recording for the 3min video).

Applicants invited to submit a Full Proposal are allowed a maximum of two resubmissions during the implementation period of Women TechEU 2 EIC. This limit applies cumulatively across the four Full Proposal submission deadlines. Therefore, a maximum of three applications to the Full Proposal stage are permitted.

Applicants are strongly encouraged to carefully review the Evaluation Summary Report and address all feedback thoroughly before resubmitting, as each resubmission counts toward the overall limit regardless of the outcome.

8.3. Automatic red flags check

These will be automatically calculated indicators extracted from the application form which will monitor the orientation of the companies and their actual and real intention to pursue growth. The following information will be checked:

- **Applicants that are not grant survivors:** Grant survivors are entities that have primarily sustained themselves through grants without significant commercialisation or revenue-generating activities.
- **Applicants are oriented to growth:** This category denotes applicants who demonstrate a strategic focus on expansion and scalability, prioritising activities and strategies aimed at increasing market share, revenue, and overall organizational size.
- **Applicants do have an interest in scaling and investors:** This category identifies applicants who express a keen interest in scaling their operations and attracting investors. They are actively seeking opportunities to grow their businesses beyond their current capacity and are open to private funding to facilitate this growth.
- **IP defensibility:** This category encompasses applicants that can evidence a clear, protectable IP position.

Only those applications that pass this automatic filtering will proceed to the next stage. **Companies will be sorted out by the number of red-flags raised and reduced to a maximum of 350 for the external evaluators per submission deadline.** Approximately 140 applications from widening areas and 210 applications from the rest of the regions.

In order to avoid fit-for-purpose proposals, the red-flags will be published only at the end of the project.

8.4. Experts' remote evaluation

ONLY 350 applications will move to the remote evaluation stage per submission deadline. These applications will be assessed by two external and independent evaluators composing the evaluation panel: one with technical, and another one with commercial business background. The evaluation panel will be selected seeking geographical and gender balance. Their knowledge and expertise in the thematic areas of the proposal will be considered.

The selected evaluators will be independent of the organisations involved in the consortium and of any third party applying to the call. The evaluators will sign a declaration of confidentiality concerning the contents of the proposals they read.

The evaluation of proposals will follow the same criteria applied by the EIC Accelerator. Therefore, evaluators will assess the proposals based on different evaluation criteria: Excellence, Impact and Implementation (see section [Application format and submission](#))

The evaluators will score each award criterion on a scale from 0 to 5:

Score	Definition
0	Proposal fails to address the criterion or cannot be assessed due to missing or incomplete information.
1	Poor – criterion is inadequately addressed or there are serious inherent weaknesses.
2	Fair – proposal broadly addresses the criterion, but there are significant weaknesses.
3	Good – proposal addresses the criterion well, but a number of shortcomings are present.
4	Very good – proposal addresses the criterion very well, but a small number of shortcomings are present.
5	The proposal successfully addresses all relevant aspects of the criterion. Any shortcomings are minor.

Table 3. Criteria score

The total score will be calculated as the sum of the score of the 3 different criteria. **The threshold for each criterion will be three (3), while the overall score threshold will be ten (10).** That means if a proposal receives less than 3 in one criterion or less than 10 overall score, it will not be recommended for funding by the independent evaluators and will be automatically rejected.

8.5. Score normalisation

The two evaluators will score the proposal differently without knowing the evaluation of their colleague, thus avoiding one evaluator conditioning the other. Therefore, the same evaluation may receive very different scores. The normalization step guarantees a more balanced distribution of scores and reduces the possibility of biases and distortions.

The normalisation process is performed as follows:

- The **External Evaluator Average** (EEA) and the **Overall Average Score** (OAS) of all proposals are calculated.
- Each EEA is compared to the OAS using a simple division (EEA / OAS). As a result, the percentage each evaluator represents of the OAS is estimated. This has a double meaning:
 - Evaluators under 100% have a negative pattern against the average. Their scores will be then increased by a correction factor.
 - Evaluators above 100% have a positive pattern against the average. Their scores will be then decreased by a correction factor.
- **Correction Factor calculation:** Based on this formula $1 + (1 - (EEA/OAS))$. This factor is unique for each evaluator.
- The Correction Factor is applied to each criterion per evaluator. **Excellence x Correction Factor | Impact x Correction factor | Implementation x Correction factor.**
- Then the final score of each criterion is calculated as the average of each corrected score of the two evaluators on each proposal. (It may be the case that correction brings scores over a 5 in any criteria. In those cases, the score is capped at 5).
- The corrected scores are added, and the total score is calculated.

For the applications above threshold with normalised scores: If, after normalisation of the evaluators' scores, a divergence greater than 20% is observed, the original (unnormalised) scores will be looked at. If the original scores show less than 10% divergence, those scores will be taken as final. If the original scores show more than 10% divergence and the normalised scores show more than 20% divergence, a

consensus meeting will be organised. The application's new score will be the score agreed by the evaluators in that meeting, and normalisation will not be applied again. **There will be a consensus meeting only if the criteria and overall scores are above the thresholds (The threshold for each criterion will be three (3), while the overall score threshold will be ten (10)).**

Proposals having not being bound to a consensus meeting will remain with their originally normalized score anyhow.

Finally, the shortlist is built from highest to lowest total score.

9. Final selection

At this stage, applications will be ranked in two lists: one for applications coming from widening areas and an another one for applications coming from the rest of eligible regions. The criteria for the ranking of the proposals in both lists will be semi-automatic following the rules below:

- **Rule 1:** The proposals will be ranked based on their overall score calculated as described in the sections above.
- **Rule 2:** In case following Rule 1 there are proposals in the same position, priority will be given to proposals that have higher score on the Impact award criterion.
- **Rule 3:** In case following Rule 2 there are proposals in the same position, priority will be given to proposals that have higher score on the Excellence award criterion.
- **Rule 4:** In case following Rule 3 there are proposals in the same position, priority will be given to proposals that have a higher score on the Implementation award criterion.
- **Rule 5:** In case following Rule 4 there are proposals in the same position, priority will be given to the total number of women in the team.

At the end of the evaluation process, the Women TechEU 2 EIC consortium will then formally approve a list of proposals within the limits of the available funding, and it will be communicated to the European Innovation Council and SMEs Executive Agency for approval.

Then, the selected proposals will be invited to sign the sub-grantee agreement and participate in the programme.

At this stage, all applicants will be informed about the evaluation process: non-eligible, under threshold, approved but not selected, selected, and waiting list (5 applicants, highest scored amongst the two lists combined). In addition, a total of 20 Badge of Honour distinctions will be awarded per submission deadline: 8 to applicants from Widening countries and 12 to applicants from the other eligible countries.

Recipients of the Badge of Honour will be invited to join the local chapters and programme's alumni network, participate in selected open sessions of the

programme, voluntarily contribute to the impact monitoring, and, where appropriate, will be encouraged to apply to the EIC Accelerator or Pre-Accelerator.

Applicants will receive via email: a letter informing them of the decision and the following steps (if applicable) and an Evaluation Summary Report (ESR) in case of successful and evaluated but not successful proposals.

Statistical data about the proposals received will be published. To do that, the basic and anonymized information of the proposals will be used.

The list of accepted proposals, including selected for funding and Badge of Honour, will be published on the project website as well as social media, DataHub of the project and EISMEA communication channels.

9.1. Ethics evaluation

By default, all applicants fill in the standard ethics form Horizon Europe at Full Application. Nevertheless, the pre-selected and waiting list applicants will move to the ethical review that will take place between the final selection and the legal validation of the entity. Each application will be independently reviewed by two ethics experts to identify potential ethical issues. The ethics evaluators will provide suggestions only to applicants with potential ethics risks. Any serious concerns raised by the ethics evaluators will be discussed with EISMEA before contacting the applicant. For more information on the ethics risks, please refer to section **Ethical Issues** of this document.

9.2. Validation of the legal entity

Prior to confirming the final list of accepted applicants, a thorough validation of the legal entities is performed. This validation step includes the submission of various documents to ensure compliance with the Women TechEU 2 EIC project's requirements.

To speed up the validation process we highly recommend that the applicants validate their legal entity via the Funding & Tenders portal. To get validated you should refer to the official guide [HERE](#).

The requested elements for validation are:

- To validate the identity and the power of attorney of the person who will sign the sub-grantee, Women TechEU 2 EIC will ask for the **ID number and an ID scanned copy of the signatory**. On the scanned copy, personal information included on the ID card could be covered if not relevant for the contract signature such as religion, ethnicity and/or personal address. The picture, expiry date, name, surname, gender, number of the document and nationality should be visible without exception. Women TechEU 2 EIC will also ask for **the power of attorney** of the person who will sign the Sub-grantee agreement.
- **SME declaration (see Annex 2):** form based on the standard templates by the EC in which Women TechEU 2 EIC can verify the ownership structure and financial figures to verify the size of the company.
- **Balance Sheet and P&L accounts** for the last two closed years (if applicable) and the most recent CAP table (shareholding distribution). In companies with linked or associated entities, additional information (accounts for mother companies, group trees, etc.) could be requested.
- For entities that are already **validated** by the European Commission's Funding and Tenders Portal that count with a registered and validated PIC Number, we will request:
 - The PIC Number and a screenshot of the Funding and Tenders portal in which it's evidenced the type of organisation which has been selected as a beneficiary is required.
- For entities without a validated PIC number OR without a validated status (like self-declared SMEs), we will request:
 - **Legal entity form.** The Legal Entity form for private companies, and public law bodies necessary for the awarding of EU funding. Company Register, Official Journal and so forth, showing the name of the organisation, the legal address and registration number and public law bodies necessary for the awarding of EU funding. Company Register, Official Journal and so forth, showing the name of the organisation, the legal address and registration number and

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- **VAT Number registration** (if applicable), a copy of a document proving VAT registration (in case the VAT number does not show on the registration extract or its equivalent).

A legal entity that does not provide the requested data and documents in due time will not be awarded.

At the same time, the Financial Identification Form and bank account validation documents will be requested:

- **Financial Identification Form (FIF).** Form identifying the account to which the funds will be transferred signed by the legal representative of the organisation. This banking details must match the information provided in the Sub-grantee Agreement.
- **Bank statement** showing the ownership of the account.

The coordinator of the consortium, Sploro, will also provide additional security measures to verify the ownership of the account at the moment of signature of the Sub-grantee agreement.

9.3. Sub-grantee agreement preparation

After the validation of the Legal Entity, a written Sub-grantee agreement will be signed between the Consortium (represented by the coordinator: Sploro) and the beneficiary.

All the legal issues are accurately covered by the planned contracts with the sub-granted beneficiaries. The sub-grantee agreement will foresee, among other things, the special clauses derived from Horizon Europe in cascading granting, the payment schedule, and conditions (milestones), general legal text issues of rights and obligations by the Women TechEU 2 EIC consortium and each sub-grantee, including IPR.

After signing the sub-grantee agreement, beneficiaries will be eligible to participate in the Women TechEU 2 EIC Programme of services.

10. Appeals procedure

The Women TechEU 2 EIC consortium has established a process that allows applicants to appeal the decision of the consortium in the event their proposal is not selected for funding.

The Women TechEU 2 EIC consortium foresees **the opportunity for applicants to appeal** the decision of the consortium **after Full Proposal evaluation** results are communicated.

After notification of results, if the applicant believes the results of the eligibility checks are incorrect and have failed to comply with the rules of the Open Call or if the applicant considers that there has been a shortcoming in the way the proposal has been evaluated that may affect the final decision on whether to fund it or not, the following appeal procedure is available:

Complaints, which should include a detailed explanation and clear evidence of the alleged error, should be made **within seven (calendar) days** since the communication of results to the applicants via the appealing online form which link will be made available to them at the moment of communicating the results.

If an applicant believes that there has been a factual error in how their proposal was assessed, which could potentially impact the final funding decision, or if they believe that the results of eligibility checks are incorrect and do not adhere to the Open Call rules, resulting in harm to their interests, the following appeal procedure is available:

The Women TechEU 2 EIC Team will thoroughly investigate complaints to determine if a re-evaluation of the proposal is justified. A decision will be communicated within no more than **twenty days from the date of receiving the complaint**, provided that all required information has been submitted by the complainant. If this timeline cannot be met, the complainant will be informed by email of the delay and given a new decision date.

In instances where re-evaluation is deemed necessary, the outcome will directly replace the initial score without undergoing normalization or any other adjustment process. This clause is specifically designed to expedite the appeal resolution and prevent delays in the project's timeline.

To maintain the efficiency of the process, each proposal is allowed a single appeal. The decision reached at the end of the appeal process is final, concluding any further discussion regarding the proposal's evaluation. No exceptions to any of the rules explained in these guidelines can or will be made by the Women TechEU 2 EIC consortium. Moreover, repeatedly asking helpdesk for exceptions to the rules, calling or messaging staff members of the partners, advisors, officers etc and trying any sort of emotional blackmail will be taken note of and future applications from the same applicant might not be accepted, since this would constitute harassment and unprofessional conduct as per section Questions during submission process.

The opinions by the reviewers are subjective and may not be the same as the applicant's. Our process ensures scores are normalised to reduce usual personal bias by the external experts and averaged to ensure consensus is met with the final score. Applicants may have different opinions about the outcome and opinions of the evaluators. Women TechEU 2 EIC open call team will not provide an opinion over the evaluators' opinion and scores unless a factual error is detected.

11. Programme

The Women TechEU Programme offers a mix of support services. These include one-to-one expert mentoring, small group training on business development, high-impact events, community building, and exclusive perks::

- **Service 1 – Women mentors (one meeting per month during 6 months):** As part of the programme, we will offer women entrepreneurs access to carefully selected, and experienced women mentors who will provide guidance, support, and valuable insights tailored to each founder and designed to help them succeed in their business ventures. Through the Sploro platform, we will enable specific matchmaking of and connections and mentorship sessions between women, fostering a supportive network that can help overcome the unique challenges women entrepreneurs often face. Research has shown that positive influence from successful women can play a crucial role in the success of other women-led businesses.

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- **Service 2: Investor readiness:** We will prepare the selected startups ready to meet investor entities (business angels, VCs, funds) in our networks who are positively welcoming women entrepreneurs. The pitch presentation will be reviewed, edited and rehearsed with one of our experts until the startup is confident and can present successfully. This will help the startups overcome the challenge of raising early investment.
 - **Service 3 – Export Readiness Check:** Using a structured approach with questions on the core business areas, the startups will be assessed on team, product, market, finance, operations and IP in order to determine if they are ready to present to potential clients. Women entrepreneurs tend to doubt themselves more than male counterparts so practising with one of our experts will build confidence, and if there are areas that need attention, they will be helped to address those before pitching.
 - **Service 4 – Soft Skills Training:** Since the Women TechEU startups are early in their entrepreneurial journey, the women entrepreneurs will be offered development content on soft skills areas like public speaking, presentation, leadership skills and more. Given that they come from the deep tech sector, their hard skills will be top-notch, but we want to train them to become an all-rounder with our blended courses (mix of in-person and recorded sessions)..
 - **Service 5 – Sales Strategy:** The go-to-market strategy is the area where most companies fail. We see this in front of investors as well as in the pitches to the juries at the EIC Accelerator sessions. We expect the companies to be even more embryonic in their understanding of how to find leads, how to fill their pipeline, when and what to say upon follow up and even how to tune the pricing models to the right target group of clients. Women entrepreneurs tend to be less aggressive in their sales strategy and we want to instill in them the knowledge and confidence that it is ok to ask for money for services and products.
 - **Service 6 – Environmental Impact Assessment:** The environmental impact of technology and business models is a growing area of interest to investors. Women TechEU 2 EIC will offer the service of climate impact projections to support women entrepreneurs to understand the environmental impact of their

innovations and help them design sustainable and impactful business models from the outset. The service leverages an online tool designed for startups, based on the benchmark Life Cycle Assessment (LCA) method. Users can explore new options to make a positive climate impact reducing CO₂eq emissions of their business model and deep tech innovation. It can also measure health, ecotoxicity, and resource depletion like rare earth minerals.

- **Service 7 – High Impact Events:** Attending high-impact events enables startups to connect directly with investors, clients, and partners, accelerating funding and market opportunities. These gatherings concentrate industry leaders, innovation hubs, and institutions, creating fertile ground for strategic collaborations. Showcasing at such events boosts visibility, credibility, and brand positioning, often supported by media exposure. Startups also gain critical insights into emerging trends, technologies, and competitor strategies. Pre-arranged matchmaking ensures focused, high-value meetings. Overall, participation expands networks, strengthens market presence, and opens growth pathways not easily achieved through routine activities. Women TechEU 2 EIC beneficiaries' will benefit from the direct involvement of the organisers in the consortium PODIM (SI), Deep Tech CEE Summit (PL), MIT Review (EL) (via KTM), EU-Startups Summit (MT). **Service 8 – Peer-meetings and local chapters:** For women-led startups, meeting peers fosters a supportive network that helps overcome shared challenges and barriers in male-dominated sectors. Peer exchange enables knowledge sharing and collaboration opportunities that accelerate both personal and business growth, building confidence, visibility, and a sense of community that inspires founders to scale their impact.

All awardees and badge of honorees will be invited into this community, with dedicated onboarding and participation in curated activities.. 10 new local chapters will be launched, located according to the beneficiaries' locations, to foster grassroots engagement, peer exchange, and regional visibility. Finally, regular networking events will be organised, both online and in person, to connect current Women TechEU winners with alumni and ecosystem actors, facilitating mentorship, collaboration, and access to new opportunities.

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- **Service 9 – Perks programme and Community:** Sploro launched in September 2025 a new perks programme for the startups being part of all their cascade funding programmes. This perks-programme is based in partnership agreements currently being closed with several companies all over Europe, and beyond. The perks include: 90% discounts in Hubspot Licenses, free software licenses for JetBrains (Python SDK), discounts in kronis.app (EU reporting tool), special rates for Bolt (taxi rides in many EU cities), free licenses in SolidWorks software (engineering tools) and many more to come like free cloud environments, AI-tools, special rates in airlines, etc. The management of these perks is done via a dedicated Slack Community managed by Sploro with +50 startups already registered.

At the moment of submission, the applicant will select her top three services that she would like to get from Women TechEU 2 EIC project. During the execution of the Programme of Services selected services from the EIC Business Accelerator Service will also be offered.

Following the M3 Programme evaluation. Selected startups will move to a new phase called “Paving the way”. These startups have access to services meant to support their scaling-up:

- **Service 10 – Fast Track to EIC Accelerator:** fast track to the EIC Accelerator gives startups priority access to one of Europe’s most competitive funding programmes, significantly reducing application time and effort. Dedicated preparation sessions will equip them to submit strong, competitive proposals, increasing their chances of securing substantial non-dilutive grants and equity investment. This pathway also connects them to the EIC’s extensive network of investors, corporates, coaches and innovation partners.
- **Service 11 – Open Innovation and Corporate Access:** Leveraging the large network of corporates provided by InnovX, specialised in Open Innovation processes for startups, this service provides a platform for the startups to connect with potential partners and customers. As women are underrepresented in the corporate world, this service offers a great opportunity for women-led startups in the EU to expand their reach, showcase their

innovative solutions, and secure valuable partnerships that can help them achieve their business goals. Domain.

- **Service 12 – Targeted meetings with investors:** For these mature startups, we will provide a dedicated service facilitating targeted introductions and one-to-one meetings with selected business angels aligned to their sector and growth stage. This will cover investor scouting, personalised matchmaking, and meeting coordination to maximise funding opportunities and increasing the likelihood of securing early-stage investment.

11.1. Financial Support and reporting

The EU contribution that each beneficiary can receive is calculated based on a global sum scheme paid against specific deliverables. Thus, there are defined a distinct set of criteria for calculating the amount of financial support granted to each beneficiary which the beneficiaries must accept

11.1.1. After Month 1 – Programme Launch & Setup

Payment: 37,500€, lump sum, subject to acceptance of the Month 1 milestones.

During the first month of the programme, each beneficiary will participate in a one-to-one onboarding interview and prepare a report defining the metrics and SMART Key Performance Indicators (KPIs) to be monitored and improved throughout the following six months.

The report must include:

- The specific SMART KPIs – Specific, Measurable, Achievable, Relevant and Time-bound – that the beneficiary aims to achieve during the Programme of Services.
- The services selected by the beneficiary from the range of services provided by the consortium partners.

The defined KPIs must comply with the SMART criteria, as subsequent payments will be conditional upon their successful achievement.

Month 1 milestones

All of the following milestones must be completed:

- Legal validation completed, including Financial Identification Form checks.
- Sub-grant agreement/contract signed.
- KPIs to be achieved during the Programme of Services defined.
- Company indicators completed to measure impact and initiate the EIC selection pathway.
- Attendance at the Programme of Services kick-off/onboarding session.
- First session with the assigned mentor attended and reported.

Following the submission deadline, the Women TechEU 2 EIC team will conduct a formal review to assess the report's alignment with the objectives of the programme. Upon approval of the report, the first payment of €37,500 will be processed.

11.1.2. After Month 3 – Growth and Selection Pathway

Payment: €30,000 lump sum, subject to acceptance of the Month 3 milestones.

At Month 3, each beneficiary will be required to demonstrate progress against the KPIs defined during Month 1 and complete the necessary indicators to confirm their selection pathway for the EIC.

Month 3 milestones

All of the following milestones must be completed:

- Fulfilment of at least 40% of the previously defined KPIs.
- Completion of indicators required to confirm the EIC selection pathway.
- Attendance at the Programme of Services, including a minimum of two masterclasses offered during this reporting period.
- Monthly sessions with the assigned mentor attended and reported.

Upon acceptance of the Month 3 milestones, the second payment of €30,000 will be processed. A 40% completion of the KPIs will trigger a payment of **30.000€** per selected applicant. A lower completion of the tasks will trigger the proportional payment. If the KPIs are met by less than 20% the payment will be retained until the end of the programme. If less than 10% the selected applicant will be automatically disqualified from the process.

11.1.3. After Month 6 – Completion and Impact Assessment

Payment: €7,500 lump sum, subject to acceptance of the Month 6 milestones.

At Month 6, each beneficiary will be required to demonstrate the achievement of the KPIs defined during Month 1 and complete the final impact assessment requirements of the Programme of Services.

Month 6 milestones

All of the following milestones must be completed:

- Achievement of the previously defined KPIs.
- Completion of company indicators and commitment to complete the required follow-up indicators within one year.
- Attendance at the Programme of Services, including a minimum of one masterclass offered during this reporting period.
- Attendance at the matchmaking session.
- Monthly sessions with the assigned mentor attended and reported.
- Attendance at the online programme closing event.

Upon acceptance of the Month 6 milestones, the final payment of €7,500 will be processed.

- **Note 1:** Payments will be made up to thirty (30) days after the reports reviewed.

- **Note 2:** All disbursements to Women TechEU 2 EIC beneficiaries are subject to the prior receipt of corresponding funds by the project consortium from the granting authority. Every effort will be made to ensure payments are processed in a timely manner, subject to the availability of sufficient cash flow. The second and third payments of the last submission deadline on 08/07/2027 will be delayed until the consortium has received the funds from the granting authority. Those beneficiaries will be kept informed on the timeline.

MILESTONES				MAX & AND AMOUNTS PER PAYMENT	
N°	Month of the programme	Definition	Means of verification	Max % Payment	Payment amount
M1	1	Programme Launch & Setup	Report approved Milestones listed achieved	50%	37.500€
M2	3	Growth & Selection Pathway	40% KPI completion verified Milestones listed achieved	40%	30.000€
M3	6	Programme completion & Impact Assessment	100% KPI completion verified Milestones listed achieved	10%	7.500€
TOTAL				100%	€75.000

Table 4. Summary of the milestones and payments of the Programme of Services

11.2. Origin of Funds

Once an applicant has been selected for funding, they will be required to sign a dedicated Sub-Grantee Funding Agreement with the Women TechEU 2 EIC consortium. It is important to note that the funds attached to the Sub-Grantee Funding Agreement

come directly from the funds of the Horizon Europe Women TechEU 2 EIC project, which has been funded by the European Commission. Therefore, the funds remain the property of the EC until the payment of the balance, which is managed by the project partners in Women TechEU 2 EIC via European Commission Horizon Europe Grant Agreement Number 101268687.

The Sub-Grantee Funding Agreement represents a significant commitment from both the Women TechEU 2 EIC project and the sub-grantees who will receive funding. The relationship between sub-grantees and the European Commission through the Women TechEU 2 EIC project carries a set of obligations for the sub-grantees with the European Commission. These obligations will be outlined in the Sub-Grantee Agreement, which the selected applicants will need to review and agree to. It is the responsibility of the sub-grantees to ensure that they fulfil these obligations, and the Women TechEU 2 EIC consortium partners will provide guidance and support as needed.

All selected applicants should carefully review the terms of the agreement and ensure that they are able to meet their obligations in order to receive the funding and successfully carry out their project.

11.3. Absence of conflict of interest

Applicants must not have any actual or potential conflicts of interest during the Women TechEU 2 EIC selection process or the entire project duration. Any situations that could potentially influence the impartiality of the individuals taking part in the selection process, or during the project implementation, are considered conflicts of interest. These can include financial interests, personal relationships, or any other factors that could affect the applicant's ability to remain impartial. All cases of conflict of interest will be assessed on a case-by-case basis by the relevant Women TechEU 2 EIC selection committee and consortium partners. **If an applicant is found to have a conflict of interest, this could result in the application being disqualified.**

It is important to note that **Women TechEU 2 EIC consortium partners, their affiliated entities, employees, and subcontractors are not allowed to submit a proposal and**

therefore to receive any financial support through the open calls, as this would violate the European Commission's regulations.

11.4. Ethical Issues

Women TechEU 2 EIC strictly adheres to the fundamental ethical principles outlined in the "[European Code of Conduct for Research Integrity](#)". To ensure compliance, all applicants are required to acknowledge and accept our privacy policy and declaration of honour during the submission process. This acknowledgment confirms that, by submitting the form, they accept the terms described in the provided text. No additional documents need to be uploaded; applicants are solely required to read and agree to the terms outlined when submitting the form.

During the submission process the ethics self-assessment questionnaire needs to be completed. Applications that fail to adequately address ethical concerns or privacy aspects will be rejected.

All applicants must thoroughly review and assess their applications for any potential ethical issues before submission. **Failure to comply with the ethical guidelines outlined in the "[European Code of Conduct for Research Integrity](#)" could lead to disqualification of the application.** Therefore, it is of utmost importance that all applicants take the necessary steps to ensure that their proposals meet the highest ethical standards.

To assist with this the European Commission has provided a support document titled "[How to Complete Your Ethics Self-Assessment](#)" which offers detailed guidance on the self-assessment process.

During the evaluation process, **the Women TechEU 2 EIC consortium may verify whether the self-assessment declaration aligns with the contents of the application.** In cases where clarification is needed, the consortium reserves the right to contact the applicant. An ethics review will be conducted to all eligible applications by an external Ethics Advisory Board.

11.5. Data Protection

Women TechEU 2 EIC requires access to Personal and Entity Data in order to process and evaluate applications. As open call coordinator, Sploro will act as the Data Controller for all data submitted through the Sploro platform for this purpose. To ensure the safety and security of this data, the Sploro platform has been designed and operates under strict compliance with The General Data Protection Regulation (EU) 2016/679 (GDPR). Therefore, all applicants are required to accept the Sploro Platform terms to ensure full coverage. For more information regarding the data privacy policy and security measures implemented by Sploro, please refer to their website at <https://sploro.eu>.

Essential data may be shared with consortium partners and/or project associates, ensuring confidentiality and integrity, solely for the purpose of fulfilling the evaluation of the proposal and Programme's Services.

12. Beneficiaries' Responsibilities

The selected organisations are indirectly beneficiaries of European Commission funding. As such, they are responsible for the proper use of the funding and ensure that the recipients comply with obligations under Horizon specific requirements. The obligations that are applicable to the recipients include:

12.1. Conflict of interest

Beneficiaries must take all measures to prevent any situation where the impartial and objective implementation of the sub-project is compromised for reasons involving economic interest, political or national affinity, family or emotional ties or any other shared interest ('conflict of interests'). They must formally notify to the Women TechEU 2 EIC coordinator without delay any situation constituting or likely to lead to a conflict of interest and immediately take all the necessary steps to rectify this situation. The Women TechEU 2 EIC coordinator may verify that the measures taken are appropriate and may require additional measures to be taken by a specified deadline. If the sub-grantee beneficiary breaches any of its obligations, the sub-grantee agreement may be automatically terminated. Moreover, payments may be forfeited or returned.

12.2. Data protection and confidentiality

During implementation of the sub-project and for five years after the end of the sub-project, the parties must keep confidential any data, documents or other material (in any form) that is identified as confidential at sub-grantee signing time ('confidential information').

In Women TechEU, we are committed to protecting your privacy and secure your personal data. This article explains how we handle your personal data in accordance with the applicable national and European data protection legislation, including Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (GDPR).

As we determine the purpose and means of processing your personal data in the context of submission of proposal for this Open Call, which is part of the Women TechEU 2 EIC activities, Sploro is considered to be the Data Controller with regard to the processing of your personal data.

SPLOROTECH SL, address: PARQUE TOMÁS CABALLERO 2, Sexto, Oficina 1,
Despacho 6.10, Pamplona, Spain (hereinafter Sploro)

E-mail: lopd@sploro.eu

In the context of conducting this Open Call, which is part of the project Women TechEU, we collect your personal data necessary for evaluating your proposal. These data may include but is not limited to:

- Name, contact information, and professional details (provided via form, CV standalone files or any other type of data)
- Information included in your application forms, supporting documents, or other materials.

This data will be used for purposes such as evaluating submissions, managing participation in the programme, and complying with our contractual obligations under grant agreements the programme you are applying are part of.

Your personal data may be shared with third parties which may, include, but are not limited to:

- **Granting Authorities:** EISMEA.
- **Consortium Partners:** The information provided may also be shared with the partners in the consortium. These partners are contractually obligated to handle your data in compliance with applicable with national and European data protection legislation, including GDPR standards, ensuring the confidentiality and security of your personal data. More about the project consortium members you can find at the [project website](#).
- **Subcontractors or evaluators** involved in assessing applications or implementing actions.
- **Monitoring and oversight bodies**, including internal audits, the European Court of Auditors, and the European Anti-Fraud Office (OLAF), as required under Union or national laws.

Such sharing will be conducted in compliance with GDPR, the grant agreements, and other relevant regulations. In particular:

- For EC co-funded programme, personal data included in applications will be shared with the EC or its agencies, as required by Articles 15, 19, and 25 of [Horizon Europe Grant Agreement](#).
- EISMEA may process this data as data controllers to monitor compliance, ensure proper implementation, and verify eligibility.

12.2.1. Accuracy and Completeness of Data

All data provided must be accurate, precise, and complete, as required by **Article 19.1 of the Horizon Europe Grant Agreement**. Failure to provide such data may result in the inability to process your application or other actions necessary for programme participation.

12.2.2. Security Measures

Splo ro implements appropriate technical and organizational measures to ensure the security of your personal data.

All data processing activities are carried out in a strictly confidential manner, and secured according to the state of the art, and industry best standards using anonymization techniques where possible.

The processing of your personal data is carried out strictly in accordance with the principles of data protection as laid down in the GDPR. All data processing activities are carried out lawfully by ensuring that the legal ground for the processing is given.

As the processing of your personal data is based on your consent, you have the right to withdraw your consent at any time by contacting us at lopd@sploro.eu. Please note, however, that once you have withdrawn your consent, we will no longer be able to process your data and will not be able to continue with the evaluation of your proposal.

We will only process your data for the purposes explained in this article and will only retain data for as long as necessary to fulfil the purposes explained. After that, your data will be securely deleted or anonymized. We emphasize that we take appropriate technical and organizational measures to protect your data from unauthorized access, disclosure or misuse, in accordance with the requirements of relevant regulations.

Under the GDPR, you have the following rights concerning your personal data:

- Right of Access
- Right to Rectification
- Right to Erasure
- Right to Restrict Processing
- Right to Data Portability
- Right to Object

To exercise data protection rights or have any questions regarding your personal data, please contact us at lopd@sploro.eu

12.3. Promotion of the action and EU Funding visibility

The beneficiary must promote their participation in the Women TechEU 2 EIC project and the benefits obtained as a result of participating in the programme. They will provide targeted information to multiple audiences (including the media and the

public) in a strategic and effective manner and to highlight the financial support of the EC.

The Women TechEU 2 EIC communication team will guide, provide materials and support these communication activities. Unless the European Commission or the Women TechEU 2 EIC coordinator requests, or agrees otherwise or unless it is impossible, any communication activity related to the action (including in electronic form, via social media, etc.), any publicity, including at a conference or seminar or any type of information or promotional material (brochure, leaflet, poster, presentation etc.), and any infrastructure, equipment and major results funded by the grant must:

- display the EU emblem;
- display the Women TechEU 2 EIC logo.

When displayed in association with a logo, the European emblem should be given appropriate prominence. This obligation to use the European emblem in respect of projects to which the EC contributes implies no right of exclusive use. It is subject to general third-party use restrictions which do not permit the appropriation of the emblem, or of any similar trademark or logo, whether by registration or by any other means. Under these conditions, the Beneficiary is exempted from the obligation to obtain prior permission from the EC to use the emblem. Further detailed information on the EU emblem can be found on the [Europa web page](#).

Any publicity made by the beneficiary in respect of the project, in whatever form and on or by whatever medium, must specify that it reflects only the author's views and that the EC or Women TechEU 2 EIC project is not liable for any use that may be made of the information contained therein. The EC and the Women TechEU 2 EIC consortium shall be authorized to publish, in whatever form and on or by whatever medium, the following information:

- the name of the beneficiary;
- town and country of origin of the beneficiary;
- the general purpose of the project;
- the amount of the financial contribution foreseen for the project after the final payment, and the amount of the financial contribution actually received;
- the geographic location of the activities carried out;

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- the details/references and the abstracts of scientific publications relating to the foreground and, if funded within the sub-project, the published version or the final manuscript accepted for publication;
 - the publishable summaries of reports submitted to the Women TechEU 2 EIC consortium;
 - any picture or any audio-visual or web material provided to the EC and Women TechEU 2 EIC in the framework of the project.

The beneficiary shall ensure that all necessary authorisations for such publication have been obtained and that the publication of the information by the EC and Women TechEU 2 EIC does not infringe any rights of third parties. Upon a duly substantiated request by the beneficiary, Women TechEU, if such permission is provided by the EC, may agree to forego such publicity if disclosure of the information indicated above would risk compromising the beneficiary's security, academic or commercial interests.

Beneficiaries may be asked by the Women TechEU 2 EIC dissemination team to provide some informational material about their projects for promotion on the official Women TechEU 2 EIC platforms and social media channels.

12.4. Financial audits and control

The European Commission (EC) will monitor compliance with the financial support conditions outlined in Annex 1 of the Women TechEU 2 EIC Grant Agreement by beneficiaries and third parties. The EC may conduct financial audits, which may be conducted by external auditors or by EC services, including the European Anti-Fraud Office (OLAF). Beneficiaries must make all detailed information and data available to the EC or any authorized representative for audit purposes. The beneficiary must keep all sub-project deliverables and documents for up to five years from the end of the project.

12.5. External communication and open data

Each funded organisation will be publicly listed at Women TechEU 2 EIC public channels including social networks, website and others as required. The funding

disbursed by the Women TechEU 2 EIC consortium to each of the beneficiaries will be made public under a dataset that will be uploaded into an open a free repository as it is Zenodo.