

| | Proposed ACTIONS | Q2 23 | Q3 23 | Q4 23 | Q1 24 | Q2 24 | Q3 24 | Q4 24 | Q1 25 | Q2 25 | Q3 25 | Q4 25 | Q1 26 | Responsible Unit |
|----|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---|
| 1 | External communication, creating and strengthening the employer brand | | | | | | | | | | | | | Marketing and Communication Department, HR team |
| 2 | Employee evaluation process | | | | | | | | | | | | | HR Team, Head of Divisions, ICS Management |
| 3 | Mentoring | | | | | | | | | | | | | Training Coordinator, HR Manager, CERPEK |
| 4 | Postgraduate meetings | | | | | | | | | | | | | ICS Management, Deputy Director of Research and Development |
| 5 | Management training and development | | | | | | | | | | | | | ICS management, HR manager in cooperation with CERPEK |
| 6 | Complaint handling process | | | | | | | | | | | | | HR Manager in cooperation with the HR Department |
| 7 | Onboarding | | | | | | | | | | | | | ICS management, HR team |
| 8 | Employee training and development | | | | | | | | | | | | | ICS management, Division heads,HR manager |
| 9 | Support of parenthood | | | | | | | | | | | | | HR Manager, Marketing and Communication Department |
| 10 | Career rules for non-IT positions | | | | | | | | | | | | | ICS Management, HR Manager, Heads of Divisions |
| 11 | Systemisation of positions and jobs | | | | | | | | | | | | | ICS management, HR Manager, Heads of Divisions |
| 12 | Exits/Offboarding | | | | | | | | | | | | | HR manager |
| 13 | Employee attraction | | | | | | | | | | | | | HR team |
| 14 | Revision of internal regulations | | | | | | | | | | | | | HR Manager, ICS Bursar, MU Headquarters |
| 15 | Talent management | | | | | | | | | | | | | ICS Management, HR Manager |
| 16 | Compensation and benefits policy | | | | | | | | | | | | | ICS Management, HR Manager |