

## **Gender Equality Plan:**

### **1. Introduction**

Xephor Solutions is committed to fostering a diverse, inclusive, and equitable work environment. We recognize that gender equality is essential to innovation, excellence, and the successful delivery of our AI products. This Gender Equality Plan (GEP) sets out our objectives, commitments, and actions to promote gender equality throughout our organization.

### **2. Commitment and Accountability**

- The leadership of Xephor Solutions pledges to embed gender equality into our core values, culture, and operational practices.
- A Gender Equality Officer is appointed to coordinate, monitor, and report on the implementation of this plan.

### **3. Recruitment and Career Development**

- We will ensure recruitment processes are free from gender bias, using gender-neutral language and diverse selection panels.
- Equal access to professional development, mentoring, and career advancement opportunities will be guaranteed for all employees, with particular encouragement to underrepresented genders in technical and leadership roles.

### **4. Work-Life Balance and Flexible Working**

- Xephor Solutions promotes flexible working arrangements, including remote work options and equitable parental leave policies.
- Support will be provided to employees with caregiving responsibilities to ensure a family-friendly workplace.

### **5. Inclusive Work Environment**

- We maintain zero tolerance for harassment and discrimination, supported by clear policies and confidential reporting channels.
- Regular training and awareness programs will be conducted to nurture an inclusive and respectful workplace culture.

### **6. Monitoring and Reporting**

- Gender-disaggregated data on recruitment, retention, pay, and career progression will be collected and reviewed regularly.
- Measurable targets will be set to improve gender balance within project teams and leadership roles.
- Progress reports will be submitted annually to the management and project partners.

### **7. Integration into Project Activities**

- Gender balance will be actively sought in project staffing, advisory boards, and stakeholder engagements.

- Gender-sensitive perspectives will be considered in the research and innovation processes, where applicable.

### 8. Conclusion

By adopting this Gender Equality Plan, Xephor Solutions commits to an inclusive and equitable work environment, enabling all employees to contribute fully to our Physical AI project’s success and future growth. This plan will be reviewed regularly and updated as needed to ensure continuous improvement.

Signed on behalf of Xephor Solutions:

| Name            | Position                 | Signature  | Date       |
|-----------------|--------------------------|--|------------|
| Isabell Kunst   | Chief Executive Officer  | <i>Isabell Kunst</i><br><hr/> Isabell Kunst  | 20/03/2025 |
| Konstantin Oppl | Human Resources Director | <br><hr/> Konstantin Oppl | 20/03/2025 |
| Helga Magyar    | Gender Equality Officer  | <br><hr/> Helga Magyar   | 20/03/2025 |