

## Gender Equality Plan for Quantum Technology Laboratories GmbH

At Quantum Technology Laboratories GmbH, we prioritize gender equality as a fundamental value, considering it both a matter of justice and a strategic imperative driving innovation. Our commitment stems from the belief that diverse perspectives, including gender diversity, are vital for staying ahead in the dynamic fields of technology and innovation.

Our GEP underscores our commitment to a fair and balanced workplace. It outlines strategies, policies, and actions to promote gender equality, address disparities, and cultivate an inclusive culture that values each individual's contribution. By implementing this plan, we aim to set a standard for gender equality in our organization, industry, and community.

### Our Policy and Practices

#### **I. Equal Opportunity Policy**

We ensure equal opportunities in all employment aspects, emphasizing non-discrimination based on gender. Merits and abilities solely determine candidate and employee evaluations.

#### **II. Recruitment and Career Advancement**

- Job Advertisements: We use gender-neutral language in job postings.
- Hiring Process: Structured interviews and assessment criteria have been implemented to mitigate unconscious bias.
- Career Development: Equal access to training and growth opportunities is guaranteed.

#### **III. Work-Life Balance and Flexibility**

We offer flexible hours, remote work, part-time options, leave policies (Additional leave options for personal reasons, ensuring no negative impact)

#### **IV. Salary and Benefits Equity**

Regular audits ensure pay equity, and benefits cater to all employees.

#### **V. Anti-Discrimination and Harassment Policy**

- Zero-tolerance for discrimination or harassment.
- Regular training on identifying, preventing, and reporting incidents.

#### **VI. Parental Leave Policy**

Equitable parental leave policies for all parents.

#### **VII. Training and Awareness**

Every year, we conduct training sessions focusing on gender equality and unconscious bias. Additionally, we offer specialized Leadership Training. The latter is designed specifically for managers to foster an inclusive workplace culture.

#### **VIII. Monitoring and Evaluation**

An annual review, including:

- Employee Feedback: Annual surveys to assess the impact of gender equality policies.
- Reporting: Yearly report summarizing findings shared with transparency.


**IX. External Engagement**


Cultivating awareness and collaboration for the Gender Equality Plan through strategic partnerships and community involvement.

This Gender Equality Plan signifies Quantum Technology Laboratories GmbH's dedication to cultivating an inclusive and equitable workplace. By signing, we collectively affirm our commitment to the outlined principles and actions.

Dr. Rupert Ursin  
CEO, Quantum Technology Laboratories GmbH  
Date: 08.02.24

Dr. Thomas Scheidl  
CEO, Quantum Technology Laboratories GmbH  
Date: 08.02.24

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