GENDER EQUALITY PLAN

Skytender GmbH

EU and Horizon Europe aligned framework
with specific relevance for EIC Accelerator funding

Version	1.0
Effective date	14.09.2026
Review cycle	Annual
Responsible	Management / designated Gender Equality Officer
Approved by	Frédéric Brandt, GF

PUBLIC DOCUMENT

1. Management Commitment

Skytender GmbH is committed to providing an inclusive, respectful and equitable working environment in which all employees have equal opportunities to contribute, develop and succeed.

We recognise diversity and gender equality as important elements of responsible corporate governance, innovation and sustainable growth.

This Gender Equality Plan (GEP) establishes the framework through which Skytender GmbH promotes gender equality across its organisation and business activities. It has been developed with reference to the European Commission Horizon Europe Guidance on Gender Equality Plans.

The Management of Skytender GmbH endorses this Plan and is responsible for providing appropriate support for its implementation.

2. Scope and Objectives

This Plan applies to all employees, managers and members of management of Skytender GmbH. Where appropriate, its principles will also be reflected in our interaction with applicants, contractors, business partners and other stakeholders.

Our objectives are to:

- promote equal opportunities irrespective of gender;
- prevent discrimination and inappropriate behaviour;
- support fair and transparent recruitment and career development;
- promote gender balance in leadership and decision-making;
- enable employees to combine professional and personal responsibilities;
- increase awareness of unconscious bias;
- monitor gender equality within the organisation;
- consider, where relevant, the gender dimension in innovation, product development and research activities; and
- continuously improve our practices as the organisation grows.

Employment and business decisions should be based on objective factors such as competence, qualifications, performance, experience and organisational requirements.

3. Governance and Dedicated Resources

Management holds overall accountability for gender equality within Skytender GmbH. A responsible person will be designated to coordinate implementation of the GEP. Depending on the size and organisational development of the company, this responsibility may be held by a member of management, HR or another suitably qualified employee.

The responsible person will coordinate:

- implementation of GEP activities;
- collection and review of relevant data;
- monitoring of agreed indicators;
- employee awareness activities;
- annual review of the Plan; and
- recommendations for improvement to management.

Skytender GmbH commits to providing appropriate time, organisational resources and, where necessary, external expertise for the effective implementation of this Plan.

4. Data Collection, Monitoring and Reporting

Where permitted by applicable data-protection and employment legislation, Skytender GmbH will collect and review relevant workforce data in order to monitor gender equality.

The company aims to monitor indicators including:

- gender distribution across the organisation;
- gender distribution by organisational or functional level, where meaningful;
- gender representation in management and decision-making roles;
- gender distribution among job applicants and new hires, where data is available and lawfully collected;
- promotions and career progression;
- participation in professional development and training; and
- gender-related remuneration indicators, where meaningful and legally permissible.

For a small or growing organisation, data will be evaluated in a manner that protects individual privacy and avoids disclosure of personally identifiable information.

Annual review

The responsible person will review the available indicators at least annually and report relevant findings to management. The company will use this review to identify areas requiring additional action and, where appropriate, update this Plan.

5. Recruitment and Career Development

We aim to ensure fair access to employment, development and advancement opportunities. Recruitment and promotion processes should:

- use clear and objective selection criteria;
- focus on qualifications, competence and experience relevant to the role;
- avoid discriminatory requirements or assumptions;
- use inclusive and gender-neutral language wherever practicable;
- encourage suitably qualified candidates of all genders to apply;
- consider diversity when establishing recruitment or selection processes; and
- ensure comparable candidates are assessed according to consistent criteria.

Career development opportunities, professional training and leadership development should be accessible regardless of gender. Where significant gender imbalances arise in particular occupational or leadership areas, management will consider reasonable measures to widen the relevant candidate pool while maintaining competence and qualification requirements.

6. Gender Balance in Leadership and Decision-Making

Skytender GmbH believes that diverse perspectives can contribute positively to decision-making and innovation. The company therefore seeks to promote equal opportunities for participation in:

- leadership positions;
- project leadership;

- strategic initiatives;
- internal decision-making groups; and
- professional and leadership development.

We will monitor gender representation in leadership as the organisation develops and consider gender balance when succession, leadership development and organisational structures are reviewed. Appointments will continue to be based on competence, suitability and objective business requirements.

7. Work-Life Balance and Organisational Culture

Skytender GmbH seeks to create a working environment that enables employees to combine their professional responsibilities with family and personal responsibilities. Subject to role-specific and operational requirements, measures may include:

- flexible working arrangements;
- remote or hybrid working where compatible with the role;
- appropriate consideration of family responsibilities;
- equitable access to parental leave and other statutory leave arrangements; and
- scheduling practices that take reasonable account of employees' personal responsibilities.

Taking parental leave, family-related leave or making use of agreed flexible-working arrangements must not in itself place an employee at a disadvantage regarding career development opportunities. Management is expected to foster a culture based on respect, inclusion and equal treatment.

8. Training and Awareness

Skytender GmbH will promote awareness of gender equality and unconscious bias within the organisation. Relevant activities may include:

- gender equality awareness;
- unconscious-bias awareness;
- inclusive recruitment practices;
- respectful workplace behaviour; and
- prevention of harassment and discrimination.

Employees involved in recruitment, personnel decisions or leadership responsibilities will receive particular attention in these activities. As the company grows, training activities will be reviewed and expanded where appropriate.

9. Prevention of Discrimination, Harassment and Gender-Based Violence

Skytender GmbH has zero tolerance for discrimination, harassment, sexual harassment, intimidation or gender-based violence in the workplace.

Employees should be able to raise concerns without fear of retaliation. Reports will be handled:

- seriously;
- promptly;
- fairly;
- confidentially to the extent reasonably possible; and
- in accordance with applicable legal requirements.

Where appropriate, an employee may raise a concern with their manager, the designated responsible person or management. Retaliation against an individual for raising a concern in good faith will not be tolerated.

10. Gender Dimension in Research and Innovation

As an innovation-driven company, Skytender GmbH recognises that gender and diversity considerations can sometimes influence technology use, customer requirements, accessibility, safety, product design and user experience.

Where relevant to the particular technology, product or research activity, project teams will consider whether gender-related differences could materially affect:

- user requirements;
- product or service design;
- ergonomics and accessibility;
- safety;
- data collection and analysis;
- testing and validation; and
- customer or user experience.

Where gender is not relevant to the research question or innovation, this should not result in artificial differentiation. Relevant assessments and decisions should be documented at an appropriate level within project or product-development governance.

11. Action and Monitoring Framework

Area	Continuing action	Review frequency
Governance	Maintain management responsibility for the GEP and designate responsibility for implementation.	Annual / ongoing
Monitoring	Review available gender-disaggregated workforce indicators annually.	Annual / ongoing
Recruitment	Apply objective recruitment and selection principles and promote inclusive job communication.	Annual / ongoing
Leadership	Monitor gender representation in management and leadership roles.	Annual / ongoing
Development	Ensure equitable access to relevant training and development opportunities.	Annual / ongoing
Work-life balance	Maintain and review appropriate flexible-working and work-life-balance arrangements.	Annual / ongoing
Awareness	Provide or facilitate appropriate awareness of gender equality and unconscious bias.	Annual / ongoing

Workplace conduct	Maintain mechanisms for reporting and addressing discrimination and harassment.	Annual / ongoing
Innovation	Assess the relevance of gender considerations in R&D and innovation projects where appropriate.	Annual / ongoing
Management review	Review this Plan and its implementation annually and establish corrective or improvement measures where necessary.	Annual / ongoing

12. Continuous Improvement

Skytender GmbH views gender equality as a continuous organisational process rather than a one-time compliance exercise. As the company grows, the scope and maturity of this Plan will evolve accordingly.

The annual management review will consider:

1. available gender-related indicators;
2. progress against the actions defined in this Plan;
3. employee or management feedback;
4. identified inequalities or barriers;
5. relevant organisational developments; and
6. appropriate measures for the following period.

Material changes to this Gender Equality Plan will be approved by management.

13. Publication and Communication

This Gender Equality Plan is a public document. It will be:

- approved and signed by senior management;
- published on the companies website;
- communicated internally within the organisation; and
- reviewed at least annually.

Management Endorsement

Skytender GmbH confirms its commitment to the principles and measures described in this Gender Equality Plan and to continuously developing an inclusive working environment providing equal opportunities.

Frédéric Brandt

CEO / Managing Director

Date: 14.09.2026

Place: Kronberg, Germany