



Trondheim, 7th May 2024

GENDER EQUALITY PLAN

V.01

2024-2026

Introduction

At UBIQ, we are convinced that gender equality and equal opportunities are key to a safe and healthy working environment for all employees. We also strongly believe that diversity brings more creativity, which is crucial to achieve our full potential, both as a company and as individuals. This was reason enough for us to understand that we needed to start establishing a Gender Equality Plan as soon as possible.

UBIQ is in a challenging industry for gender equality: companies within the deep-tech sector have too often been stereotyped for one specific gender. Even if there is still some way to go before reaching an ideal gender equality in this industry, it is getting there, and we want to be part of this societal change.

As of May 2024, 15,6% of our staff and 20% of our board of directors are women.

Among the 32 employees: 5 are women, with 2 of those working in administration and management. UBIQ is composed of different chapters, and only 2 chapters out of 5 have women in its team.

With this Gender Equality Plan (GEP), we wish to change those figures and be able to reach something that is more relevant to the industry. We also aim to promote gender equality beyond our company and make our industry visible to a greater number.

This document states our actions to achieve those goals over the next 2 years. It is intended to be a living document, which will be updated regularly with new actions and developments.

Our objectives

UBIQ has appointed Lena Monfroy as the Gender Equality Officer, who will allocate a minimum of a half day per week to the GEP, and we have established standing working groups that meet monthly. A report of each session will be put in writing. We plan to have an annual GEP report and aim to publish the first one by the end of 2024, showing the progress we have made.

The Gender Equality Officer has the responsibility to make sure that the goals of the GEP are realistic and reached within 2026. During the monthly meetings, it is established to rectify the objectives and add new ones as time goes by. At a later stage, it is planned to bring together a Gender Equality Team.

Here are the 4 objectives on which UBIQ will put its focus on for the next 2 years:

1. Improving gender balance among the applicants to the job postings.
2. Improving the work-life balance.
3. Reinforcing our work culture.
4. Raising gender awareness in the deep-tech industry.

1. Improving gender balance among the applicants to the job postings

A company will not be able to increase its gender balance if there is only one gender applying to its job postings, which can be referred to as the "Gender Application Gap". This phenomenon can be noticed in all kinds of industries and has been noticed at UBIQ. Therefore, it has become one of our objectives, and we have established some tasks to do in order to improve the gender balance among applicants:

- Define why people apply to our job postings.
- Store the data of the applications we receive,
- Review our job postings and improve them to be gender neutral.

2. Improving the work-life balance

UBIQ aims to create a healthy work-life balance, which is essential for the well-being of all employees. We believe as well that a good work-life balance would be more attractive to a greater number of people and make UBIQ more competitive in regards of attracting job applicants. For that we will:

- Put in place flexible working hours.
- Facilitate the possibility of a home office.
- Promote mental health through the company.

3. Reinforcing our work culture

Work culture is tightly linked to the success of a company, and it is something that UBIQ has started working on. The aim is to establish the healthiest and safest working environment possible for all UBIQ's employees, regardless of gender, origins and beliefs. There is still room for improvement, which is why this is also an objective of this Gender Equality Plan. In the next two years, we will:

- Finalize an employee handbook for all new and old employees.
- Incorporate UBIQ's values in the work life.
- Promote our values and encourage employees to participate in reinforcing our work culture.

4. Raising gender awareness in the deep-tech industry

One of the main problems of UBIQ in gender balance is the lack of women in this very industry. However, UBIQ is not the only company within this sector to be affected by this gender gap. Therefore, we want to be actively involved in raising awareness of deep-tech startups.

- Arrange workshops and events in collaboration with students' organizations.
- Promote gender equality among startups.
- Involve other actors of the deep-tech industry

This Gender Equality Plan has been reviewed and approved by:

Lena Monfroy, Gender Equality Officer

DocuSigned by:
Lena Monfroy
AED6538616FB4E0...
5/13/2024

Richard Hann, Lead Aerodynamics Engineer

DocuSigned by:
Richard Hann
02F39277D25E442...
5/13/2024

Kasper T. Borup, CTO

DocuSigned by:
Kasper Trolle Borup
CC9A16B5A80E4B6...
5/13/2024

Kim L. Sørensen, CEO

DocuSigned by:
Kim Lyng Sørensen
B49D961308864AC...
5/13/2024