

Gender Equality Plan (GEP)

Public document (Horizon Europe compliant)

Adopted: 2026

Review cycle: Biennial

Approved by: Management of Incus GmbH

A Word from Gerald (CEO)

At Incus, integrity, respect, and responsible conduct are not optional principles – they are the foundation of how we work, innovate, and grow. Our commitment to ethical behaviour, as set out in our Code of Conduct, also shapes how we treat one another within the company.

Gender equality and equal opportunity are essential elements of this commitment. We believe that a respectful, inclusive, and fair working environment enables people to contribute their best work and strengthens our ability to innovate and succeed as a company.

This Gender Equality Plan reflects our values and translates them into concrete actions. It reinforces our zero-tolerance approach to discrimination and harassment, supports transparency and accountability, and encourages everyone at Incus to speak up if something does not align with our standards.

Upholding these principles is a shared responsibility. As CEO, I am personally committed to ensuring that gender equality is embedded in our everyday decisions, leadership practices, and company culture. Together, we will continue to build Incus as a place where people are respected, trusted, and empowered to grow.



Gerald Mitterramskogler

CEO, Incus GmbH

1. Commitment and Ethical Foundation

At Incus GmbH, gender equality is an integral part of our ethical culture and directly linked to our **Code of Conduct**, our core values, and our responsibility as a technology-driven company operating in a global environment.

Incus is committed to conducting its business with integrity, respect, and fairness. We strictly reject any form of discrimination, harassment, or unfair treatment, including on the basis of gender, gender identity, or expression. These principles are rooted in international human rights standards, including the UN Charter and the European Convention on Human Rights, and are reflected in our Code of Conduct.

This Gender Equality Plan (GEP) formalises our commitment to **equal opportunities, respectful collaboration, and inclusive decision-making**, in line with **Horizon Europe eligibility requirements**. Gender equality is not treated as a separate initiative, but as part of how we make decisions, work together, and build long-term trust with employees, customers, and partners.

2. Scope and Governance

Scope

This Gender Equality Plan applies to **all employees of Incus GmbH**, across all roles, seniority levels, and functions. It covers:

- Recruitment and employment conditions
- Career development and leadership
- Workplace culture, respect, and conduct
- Work–life balance

The principles outlined in this plan also apply to interactions with external business partners acting on behalf of Incus.

Responsibility and Role Modelling

Responsibility for the implementation of this GEP lies with the **management of Incus GmbH**. Executives and leaders are expected to act as role models, lead by example, and actively promote fair and respectful working conditions, in line with the Code of Conduct.

Each employee shares responsibility for upholding these principles and for contributing to an inclusive and respectful work environment.

3. Resources and Expertise

Incus GmbH commits to dedicating **appropriate and proportionate resources** to implement this Gender Equality Plan.

This includes:

- Dedicated management and HR responsibility for coordination and monitoring

- Integration of gender equality into existing policies, procedures, and leadership practices
- Allocation of time and, where necessary, budget for awareness-raising and training
- Access to internal or external expertise on gender equality when required

Resources are scaled to company size and embedded into daily operations rather than treated as abstract compliance measures.

4. Data Collection and Monitoring

Incus GmbH follows a transparent and responsible approach to monitoring gender equality. We commit to:

- Collecting **gender-disaggregated data** on:
 - Workforce composition
 - Roles and seniority levels
 - Recruitment, promotions, and exits
 - Working time arrangements (where applicable)
- Reviewing this data **at least annually**
- Using insights to identify potential risks, imbalances, or areas for improvement

All data collection complies with applicable data protection laws and confidentiality requirements, in line with our commitment to accurate and complete company records.

5. Training and Awareness

In line with the Code of Conduct, Incus promotes awareness, accountability, and ethical decision-making. Measures include:

- Introducing gender equality, respect, and non-discrimination principles during onboarding
- Raising awareness of unconscious bias, respectful behaviour, and inclusive leadership
- Addressing equality topics in leadership discussions and team development
- Providing targeted training where specific needs or risks are identified

Training is designed to be practical, relevant, and appropriate to organisational context.

6. Priority Areas and Measures

6.1 Respect, Integrity, and Workplace Culture

Objective: Foster a work environment free from discrimination, harassment, and intimidation.
Measures:

- Zero tolerance for discriminatory or harassing behaviour, including sexual harassment
- Alignment with the Incus Code of Conduct and Speak-Up principles
- Clear internal processes for raising concerns without fear of retaliation
- Confidential, respectful handling of reported issues

Respectful conduct is expected from every employee and leader.

6.2 Work–Life Balance and Well-Being

Objective: Support sustainable performance and employee well-being. Measures:

- Flexible working hours where operationally feasible
- Possibility of remote or hybrid work depending on role
- Gender-neutral parental and family-related policies
- Awareness of mental and physical well-being as part of a healthy workplace

These measures support both equality and long-term performance.

6.3 Gender Balance in Leadership and Decision-Making

Objective: Ensure fair access to leadership roles and responsibility. Measures:

- Transparent and merit-based leadership selection criteria
- Awareness of bias in decision-making processes
- Encouragement of qualified individuals of all genders to take on leadership roles
- Equal access to development and growth opportunities

Competence, integrity, and performance remain the primary criteria.

6.4 Fair Recruitment and Career Development

Objective: Ensure equal treatment throughout the employment lifecycle. Measures:

- Gender-neutral language in job advertisements
- Structured and fair recruitment processes
- Equal access to training, development, and advancement
- Periodic review of remuneration and career progression for fairness

Hiring and promotion decisions are made solely based on qualifications and business needs.

7. Communication, Speak-Up, and Non-Retaliation

This Gender Equality Plan:

- Is published as a **public document** on the Incus GmbH website
- Is communicated internally to all employees
- Reinforces the Speak-Up culture and No-Retaliation policy defined in the Code of Conduct

Incus explicitly protects employees and partners who raise concerns in good faith. No retaliation is tolerated.

8. Review and Continuous Improvement

This GEP is a **living document** and part of Incus' broader commitment to continuous improvement.

- Reviewed at least **every two years**
- Updated based on organisational development, monitoring results, and project needs
- Aligned continuously with the Code of Conduct and applicable legal requirements

9. Formal Adoption

This Gender Equality Plan has been formally approved by the management of Incus GmbH and is effective from 2026.



Signed:

Gerald Mitteramskogler, CEO

Date: April 2026