

Gender Equality Plan

Version I.
Head Office Graz, 2024/10/01





Gender Equality Plan

1. Preamble

Easelink acknowledges that gender equality is a fundamental human right and an essential building block for a sustainable society. We are committed to fighting any form of discrimination, prejudice, and inequality based on gender. This plan is a call for collaboration, solidarity, and decisive actions. Together, we will manage the challenges of gender inequality and create a future where everyone can reach their full potential, regardless of gender, gender identity, or sexual orientation.

2. Introduction and current situation

Easelink was founded in 2016 and is a young company with over 45 employees and two locations in Graz, as well as a business office in Beijing, China. Easelink develops an automated, conductive charging technology for electric vehicles called Matrix Charging. The departments within the company are divided as follows:

- Management with 100% male representation
- Commercial with 25% female representation and 75% male representation
- Project Management with 100% male representation
- Engineering with approximately 6,25% female representation and 93.75% male representation
- Operations with 100% male representation

3. Context

The company focuses heavily on engineering and technology. Many studies, including those by Statistics Austria, highlight the gender disparity in these fields, particularly in university degrees. In the academic year 2021/22, only 27.8% of graduates from public universities in Austria's engineering sector were women.

4. Goals and Vision

Until the next Gender Equality Plan, by end of 2025, the company establishes the following objectives:

- Building structures
- Increasing gender balance within the team, at the leadership level, in decision-making and recruiting through female empowerment
- Establishment of a zero-tolerance culture towards gender-based prejudices, disadvantages, violence and harassment
- Promotion of a healthy work-life balance



5. Action Plan

Goal	Action	Timescale
Building structures	<ol style="list-style-type: none"> 1. Establish the Easelink Gender Equality Group (EGEG) to collect and analyze data, find effective practices, challenges and issues and continuously develop the gender equality action plan. 2. Review internal and external documents for gender imbalances and make necessary changes 3. Define and set up reporting and KPIs 	<ol style="list-style-type: none"> 1. Q4/2024 2. Ongoing 3. Q4/2024
Increasing gender balance within the team, at the leadership level, in decision-making and recruiting through female empowerment	<ol style="list-style-type: none"> 1. Research platforms specializing in women in our field, implement targeted job postings 2. Identify reasons for employee leaving through exit interviews and surveys 3. Improving job advertisements to be equally appealing to both genders. 4. Training all decision-makers and leaders on gender equality issues. 	<ol style="list-style-type: none"> 1. Q1/2025 2. Ongoing 3. Q4/2024 4. Q1/2025
Establishment of a zero-tolerance culture towards gender-based prejudices, disadvantages, violence and harassment	<ol style="list-style-type: none"> 1. Employee trainings and workshops 2. Clearly outline and define consequences 3. Implement EU-Whistleblower-Directive 4. Continuously promote cooperation with Instahelp 	<ol style="list-style-type: none"> 1. Q2/2025 2. Q2/2025 3. Q4/2024 4. Ongoing
Promotion of a healthy work-life balance	<ol style="list-style-type: none"> 1. Promotion of flexitime agreement, Home office policy 2. Having Company events with participation of family/partner 3. Support for individual part-time and absence models as well as parental leave 	<ol style="list-style-type: none"> 1. Established 2. Established 3. Ongoing

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