

At Aeon Robotics GmbH, we are fully committed to promoting gender equality within our organization. We are confident that our efforts will lead to a more diverse and inclusive workplace. We have allocated human resources and expertise to effectively implement our Gender Equality Plan. Our plan emphasizes the collection of sex/gender disaggregated data on personnel to ensure transparency and accountability. This data will inform our annual report, which will be based on predefined indicators to track progress towards our gender equality goals. We are confident that our efforts will lead to positive change, and we will continue to prioritize gender equality in all aspects of our organization.

To foster a culture of inclusivity and address unconscious gender biases, we will conduct regular training on gender equality and unconscious biases for all employees. These trainings will be integrated into the onboarding process for new hires and ongoing professional development programs. We are committed to taking concrete measures in several key areas to ensure progress towards our goals. We believe that this approach will benefit both our employees and our organization as a whole.



### **Work-Life Balance and Organizational Culture**

To promote a healthy work-life balance for all employees, we will introduce flexible working arrangements, part-time options, and support for parental leave. We are confident that these policies and programs will foster an inclusive organizational culture that values work-life balance.

### **Gender Balance in Leadership and Decision-Making**

Additionally, we are committed to increasing the representation of women in leadership positions, and we will set targets to achieve this goal. To support our goal of advancing women into leadership roles, we will implement mentorship programs and leadership development initiatives. This will help us create a more diverse and inclusive workplace.

## Gender Equality in Recruitment and Career Progression

We will also review our recruitment processes to ensure gender-neutral procedures and eliminate bias. Additionally, we will develop guidelines and policies to promote equal opportunities and career advancement for all employees.

## Integration of the Gender Dimension into Research and Teaching Content

We will integrate the gender dimension into our research and teaching content. Incorporating a gender perspective into research projects and educational content is essential. We will promote gender-sensitive teaching materials and curricula to raise awareness of gender-specific issues.

## Measures against Gender-Based Violence including Sexual Harassment

Implementing zero-tolerance policies towards gender-based violence and sexual harassment is paramount. We will establish effective support mechanisms and clear reporting procedures to promptly address any instances of gender-based violence and ensure a safe and secure work environment for all employees.

The founders and management of Aeon Robotics GmbH fully support the implementation of the goals and measures outlined herein and are committed to actively promoting them.

**Dr. Sönke Michalik**  
Managing Director / CEO



**Dr. Lars Heim**  
Managing Director / COO



**Dr. Sören Michalik**  
Managing Director / CTO

