

Gender Equality Plan

For: OSA SIA

Date of Adoption: November 15, 2025

Version: 1.0

1. Official Endorsement

OSA SIA is fundamentally committed to the principles of equality, diversity, and inclusion. We believe that a diverse workforce is a catalyst for innovation, creativity, and sustainable success. Our mission to revolutionize the materials industry with carbon-negative composites is deeply intertwined with our commitment to building a progressive and equitable organizational culture.

This Gender Equality Plan (GEP) is a formal declaration of our commitment to promoting gender equality across all levels of our organization. It outlines our strategic objectives and the concrete actions we will undertake to create a workplace where all individuals, regardless of gender, have equal opportunities to thrive and contribute.

This plan is fully endorsed and supported by the highest level of management.

Signed,

Tatu Luuk

Chief Executive Officer, OSA SIA



2. Dedicated Resources

OSA SIA commits the necessary resources to ensure the effective implementation, monitoring, and continuous improvement of this Gender Equality Plan.

- **GEP Officer:** The Chief Marketing Officer (CMO) is designated as the GEP Officer, responsible for overseeing the implementation of the plan, coordinating related activities, and reporting on progress to the executive leadership. The GEP Officer will dedicate approximately 10% of their working time to these responsibilities.
- **Gender Equality Task Force:** A cross-functional task force, comprising representatives from management, R&D, and operations, will be established to support the GEP Officer. The task force will meet quarterly to review progress, identify challenges, and propose adjustments to the plan.
- **Budget:** An annual budget of €5,000 will be allocated for GEP-related activities, including training, awareness campaigns, and external consultations. This budget will be reviewed and adjusted annually based on the evolving needs of the plan.

3. Data Collection and Monitoring

To ensure accountability and measure progress, OSA SIA will implement a systematic approach to collecting and analyzing sex-disaggregated data. This data will inform our actions and help us identify areas for improvement.

- **Data Collection:** We will collect and maintain anonymized, sex-disaggregated data for all personnel, including:
 - Employees at all levels (management, R&D, administration, operations)
 - Applicants for recruitment
 - Participants in training programs
 - Promotions and career progression
- **Annual Reporting:** An annual monitoring report will be produced and reviewed by the management. This report will track key performance indicators (KPIs) against the targets set in this plan. The key findings and progress will be communicated internally to all staff.

4. Training and Awareness

Building a truly inclusive culture requires continuous learning and reflection. OSA SIA commits to providing regular training and awareness-raising activities for all staff and decision-makers.

- **Mandatory Training:** All current employees and new hires must complete a training module on "Gender Equality and Unconscious Bias in the Workplace." This training will be conducted annually.
- **Leadership Training:** Specialised training will be provided to all individuals in leadership and decision-making roles (including recruitment panels) to equip them with the skills to mitigate unconscious bias in their decisions.
- **Awareness Campaigns:** We will run internal awareness campaigns to promote a culture of respect, inclusivity, and gender equality.

5. Thematic Areas: Objectives and Actions

This GEP addresses the five key thematic areas recommended by the European Commission with concrete measures and targets.

5.1. Work-Life Balance and Organisational Culture

- **Objective:** To foster a supportive and flexible work environment that enables all employees to balance their professional and personal lives.
- **Actions:**
 - Implement and promote a flexible working policy, including options for remote work and flexible hours.
 - Ensure that parental leave policies are communicated clearly and are accessible to all employees, regardless of gender.
 - Promote a culture where work-life balance is valued and respected, with leadership setting a positive example.

5.2. Gender Balance in Leadership and Decision-Making

- **Objective:** To achieve better gender balance in leadership and decision-making positions.
- **Target:** To have at least 40% representation of the underrepresented gender in management positions by 2028.
- **Actions:**
 - Develop a mentorship program to support the career progression of women within the company.
 - Ensure that shortlists for all leadership positions include at least one qualified female candidate.

5.3. Gender Equality in Recruitment and Career Progression

- **Objective:** To ensure that all recruitment and career progression processes are fair, transparent, and free from gender bias.
- **Actions:**
 - Review and revise all job descriptions to use gender-neutral language.
 - Standardise interview processes and use structured interview formats to ensure consistency and fairness.
 - Implement unconscious bias training for all staff involved in recruitment and promotion decisions.

5.4. Integration of the Gender Dimension into Research and Innovation

- **Objective:** To integrate the gender dimension into our research and innovation processes, ensuring our technology serves a diverse society.
- **Actions:**
 - Provide training for R&D staff on how to incorporate sex and gender analysis into research content.
 - Include a "Gender Dimension Assessment" as a standard part of the project ideation and review process for all new R&D initiatives.

5.5. Measures Against Gender-Based Violence, Including Sexual Harassment

- **Objective:** To maintain a zero-tolerance policy towards gender-based violence, sexual harassment, and any form of psychological harassment.
- **Actions:**
 - Establish and clearly communicate a formal procedure for reporting and addressing incidents of harassment and violence.
 - Ensure that all complaints are handled with confidentiality, sensitivity, and impartiality.
 - Conduct regular awareness campaigns to reinforce our zero-tolerance policy.

This Gender Equality Plan will be reviewed annually and updated as necessary to ensure its continued relevance and effectiveness. This document will be made publicly available on the OSA SIA corporate website.