

Gender Equality plan

1. Gender Equality Analysis:

A comprehensive analysis and the identified gaps:

- Low representation of women in R&D positions.
- Low application rates from women for R&D positions.

Strong point that was found in the analysis was that there is 50% women in top management positions, so the goal here is only to preserve that situation when hiring/promoting new management members.

2. Objectives:

Objective 1: Improve ratio of men:women recruited to Qedma at all levels

- Increase women:man recruitment ratio in R&D positions to at least 3:1 ratio in the years of 2024-2025
- Hire new roles of business and marketing in the ratio of women:man 2:1 at least.

Objective 2: Maintain a retention rate of 85% or higher for women during the employee's first fiscal year.

2. Action plan:

1. Gender equality body: To make gender equality a mission for all stakeholders in the company, a committee with representatives from all departments and management should be involved in the process, both in its formation and monitoring phases. This committee will have periodic meetings and success criteria. Every meeting should be documented, and clear action items will be set.

2. Enhance recruitment process for gender balance goals:

- Implement gender-inclusive language in job descriptions.
- Establish partnerships with women-focused organizations such as “Baot” and enhance existing strong connections between Qedma’s employees and such organizations, for example “shecodes”.
- Organize outreach programs and meetups about quantum computation, targeted for women in STEM
- Conduct semi-annual training sessions about unconscious gender-bias for managers.

3. Enhance Retention and Career Progression for Women

Career Progression and Promotions:

- The management at all levels will ensure that:
 - Women’s talents and achievements are recognized and that they are supported to access challenging work, networking, and development opportunities, that can help them to progress.

- Be proactive in identifying employees with high potential and support them by providing equal access to stretching work and sponsorship from senior leaders.
- The committee will implement to following:
 - Mentorship programs to guide women in navigating career paths within the organization.
 - Regularly review and adjust promotion processes to ensure fairness and gender equality.

Retention:

- Conduct exit interviews to understand factors contributing to turnover, especially among women.
- Develop and implement retention strategies, such as flexible work arrangements and family-friendly policies.

4. Addressing Sexual Misconduct, Gender-Based Violence, and Harassment

Diversity and Inclusion Officer will be nominated and will be the owner of all incidents and reports in that field together with the HR in the company.

Training Programs:

- The committee will Implement mandatory training for all employees within six months to prevent sexual misconduct, gender-based violence, and harassment.

Reporting Mechanisms:

- The Diversity and Inclusion Officer will guarantee 100% accessibility to confidential reporting mechanisms and will provide easy access for employees to report incidents.

Investigation Protocols:

- The Diversity and Inclusion Officer will be responsible to complete investigations within 30 days for reported cases, ensuring a timely and thorough examination.

Support Services:

- The HR will provide comprehensive support services to all individuals affected, ensuring they receive necessary assistance and resources.

5. Raising gender awareness and engagement with stakeholders

- The equality committee will serve as a key element in raising gender awareness and engagement in the entire company, having representatives and involvement from all parties.

Targeted Training

- Deliver customized training sessions to align management and all the company teams with gender equality objectives.

6. Periodical monitoring and evaluation of the Gender Equality Plan

- Periodically monitor and report to management on the Gender Equality Plan progress and measures.
- Assess the impact of measures through quarterly data gathering.
- Utilize defined criteria at all plan's sections for monitoring and reporting.
- Supervision responsibility by the gender equality committee.