

GENDER EQUALITY PLAN

Floatech, S.L. fosters a tolerant, diverse and creative working environment respectful of all people regardless of gender, age, ethnicity, nationality, religion, sexual orientation, language or disability.

The Gender Equality Plan (GEP) reflects the company's commitment to equality and good working conditions for everyone. The purpose of the GEP's action plan is to:

- Establish mechanisms to detect situations of inequality.
- Ensure that the company has a culture of well-being that prevents discriminatory situations from occurring, allows these situations to be identified and treated early and closely and encourages the professional development of all its members.
- Ensure that, in the company's different processes and policies, all people are treated equally and have the same opportunities.

The company's top management considers equal opportunities for men and women to be a core principle that runs through all of the company's policies. Management commits to providing the necessary resources to develop and implement the equality plan, promoting representative participation of men and women in all areas and levels and promoting working conditions that allow a positive and enriching environment to be developed.

The company's top management's commitment to equal opportunities is expressly set out with the following measures:

- CVs for hiring process are requested without application photo
- During the hiring process: at same qualifications of two potential candidates, the person of the gender that is underrepresented in the company is offered the job first

The recently founded start-up (28.08.2021) is currently employing 100% male persons. Therefore, the current targets are:

- Reaching a percentage of at least 25% of female employees by 01.01.2023

Madrid 01.02.2022

Richard Santiago Schäufele

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