

**ToposCircuitry, S.L.U.**

## Gender Equality Plan

Version 2.0 --- Adopted July 31, 2025

# Gender Equality Plan

## Commitment Statement

*We at ToposCircuitry believe that true innovation arises from a diversity of minds and experiences. Our commitment to gender equality and radical inclusion is not a compliance exercise; it is the core of our identity and our greatest competitive advantage. We pledge to build a company where every voice is valued and every individual has the opportunity to thrive. This plan is our public promise and our operational roadmap.*

**Dr. Andreu Ballús Santacana**

Founder and CEO, ToposCircuitry, S.L.U.

## 1 Introduction and Official Commitment

ToposCircuitry, S.L.U. is founded on the conviction that intellectual rigor, ethical innovation, and true diversity are essential to changing the foundations of electronics. We are committed to creating a research and innovation environment built on equality, diversity, and inclusion for all.

This Gender Equality Plan (GEP) represents the formal commitment of our organization to actively promote gender equality and eliminate inequality throughout our systems. It is a living document that will be publicly available and regularly updated to guide our growth, policies, and culture.

## 2 Core Principles and Intersectional Scope

This plan is guided by an **intersectional** framework. Our identity as a company founded by a 100% neurodiverse team serves as the foundation for our deep-seated commitment to inclusion.

While it is not our goal to maintain a 100% neurodiverse workforce, this lived experience is embedded in our company's DNA. It ensures our policies and culture are intentionally designed to be authentically inclusive and supportive of neurodivergent individuals, alongside all other forms of diversity encompassing gender, disability, ethnicity, and sexual orientation. Our mission is not exclusion of any group, but radical and authentic inclusion for all.

## 3 Foundational Requirements (Building Blocks)

- **Public Document:** This GEP is a public document, published on the ToposCircuitry company website to ensure full transparency for our employees, partners, and the pub-

lic.

- **Dedicated Resources:** As CEO, Dr. Andreu Ballús is the dedicated resource responsible for the implementation and monitoring of this GEP.
- **Data Collection & Monitoring:** We will collect and monitor sex/gender-disaggregated data for all personnel on an annual basis. All data will be processed in full accordance with GDPR and applicable national privacy legislation.
- **Training & Awareness:** We will implement mandatory training on gender equality, intersectionality, and unconscious bias. This training will be completed by all personnel within three months of their start date and will be renewed annually.

## 4 Thematic Areas: Objectives and Actions

### 4.1 Work-Life Balance and Organisational Culture

- **Objective:** To foster a flexible, trust-based, and family-friendly culture that supports the well-being of all employees.
- **Actions and Commitments:**
  - We guarantee **flexible working hours** and a **hybrid/remote-first** operational model.
  - We will offer **parental leave policies** that exceed the national statutory minimums for all parents.
  - We will implement a formal **"right to disconnect" policy**, effective immediately.

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

- **Objective:** To ensure equal representation in all leadership and decision-making structures as the company grows.
- **Actions and Commitments:**
  - We commit to a target of **50% women in the management team and any formal advisory board** by the end of 2027.

### 4.3 Gender Equality in Recruitment and Career Progression

- **Objective:** To build a diverse team by ensuring our recruitment and career progression processes are fair, transparent, and free from bias.
- **Actions and Commitments:**
  - We reaffirm our explicit target to have **at least 50% of our hires come from under-represented backgrounds**, including women in tech, neurodivergent individuals, and persons with disabilities.
  - We will conduct our first **pay equity review by the end of 2025** and annually thereafter to eliminate any potential gender pay gap.

## 4.4 Integration of the Gender Dimension into R&I Content

- **Objective:** To ensure our technology promotes equality and to actively consider the gender dimension in the application and impact of our R&I, as is mandatory under Horizon Europe.
- **Actions and Commitments:**
  - We will include a **"Gender Dimension Impact Assessment"** in our certification reports where applicable, raising awareness among our clients and partners.

## 4.5 Measures Against Gender-Based Violence and Harassment

- **Objective:** To maintain a zero-tolerance environment for harassment, bullying, and gender-based violence.
- **Actions and Commitments:**
  - We will establish and document a **clear, confidential, and impartial reporting procedure** for any incidents within the first three months of operation.

## 5 KPIs, Budget, and Measurability

To ensure accountability, we will track and report on the following Key Performance Indicators (KPIs) annually:

Key Performance Indicator (KPI)	Target
Percentage of women in management & technical roles	Achieve and maintain 40-60% balance
Gender Pay Gap (Mean & Median)	0%
Percentage of personnel completing annual equality training	100%
Average time to resolve reported incidents	< 30 days

**Budget Commitment:** A minimum of **1% of the total personnel budget** will be dedicated annually to GEP-related activities, including training, awareness initiatives, and policy implementation.

## 6 Review and Monitoring

This GEP will be formally reviewed annually by the CEO to assess progress against the KPIs and objectives, and to define new actions for the following year, ensuring it remains a living and effective document.