



**PICadvanced**

# **Gender Equality Plan**

PICadvanced, S.A.

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## 1. Introduction – Context, Scope and Principles

Gender equality is a fundamental principle that encompasses equal rights, responsibilities, and opportunities for all genders. It aims to foster a society where every individual is valued, acknowledged, and actively engaged in both public and private spheres of life.

At PICadvanced, we place great significance on gender equality as it ensures fairness, freedom, and recognition among genders. We firmly believe that discriminatory practices should never hinder our ability to attract the most exceptional and suitable individuals for our team, and by prioritizing gender equality, we enable the cultivation of skills and knowledge through the inclusion of all individuals. This commitment leads to the creation of a more inspiring and supportive work environment, ultimately resulting in increased productivity and the preservation of talented employees.

Considering that PICadvanced is a small-sized start-up with a limited number of employees, we acknowledge the need to adapt certain gender equality practices. Nevertheless, establishing a safe and inclusive environment for people of all genders has always been a foundational principle for our company. We strive to provide equal opportunities and foster a motivating workplace for all employees.

Our dedication extends beyond gender equality, as we actively promote diversity and inclusion while opposing any form of discrimination based on factors such as sex, race, ethnicity, religion, disability, age, or sexual orientation. We firmly believe that all employees deserve equal opportunities to grow personally and professionally.

PICadvanced and its Top Management recognize the significance of implementing a comprehensive gender policy. We wholeheartedly endorse this Gender Equality Plan and commit to the objectives, targets, measures, and indicators outlined in this report.

## 2. Current situation

As a technology start-up operating in the telecommunications sector, PICadvanced is committed to promoting gender equality in all aspects of its operations. We recognize the significance of analysing gender diversity not only within our workforce, including both operational and strategic/management employees, but also within our Management Board.

We are proud to report that our Management Board is predominantly composed of women, accounting for 67% of its members. This representation highlights our dedication to breaking traditional gender norms and ensuring that women have a strong presence in decision-making roles within our company. By having a diverse Management Board, we can benefit from a variety of perspectives, experiences, and insights, leading to more well-rounded strategies and better business outcomes.

In the telecommunications sector, which has historically been male-dominated, PICadvanced is actively working to create a more balanced workforce. Currently, women make up 30% of our overall staff, which is a notable achievement considering the industry's gender disparity and an improvement from the 24% identified during the previous assessment in 2023. It should also be noted, that since the implementation of the first revision of the Gender Equality Plan in 2023, 31% of the new hires that were hired and continue a part of the PICadvanced Team today are female, an improvement from the 20% percentage assessed in 2023. However, we are committed to further improving these numbers and creating an environment that attracts and retains talented women professionals.

Furthermore, our commitment to gender representation extends to our strategic/management employees, where women account for 28% of the workforce. Although the percentage of women in management decreased from 36% to 28% in the latest reporting period, the absolute number of women in management roles has in fact increased. This apparent reduction in percentage is primarily due to a significant expansion of the management team overall. As the team grew, the relative proportion changed, even though more women now hold management positions than before. It is also important to acknowledge the broader context of the telecommunications industry, where the available candidate pool for technical and leadership roles remains predominantly male. While the company remains firmly committed to gender equality and always prioritizes selecting the best candidate for each role, the limited availability of female candidates in certain areas has impacted the proportional outcome during this period of growth. Nevertheless, we continue to recognize the importance of fostering gender diversity in leadership positions, as it directly influences the direction and vision of our company. By promoting more women into leadership roles, we aim to inspire and empower others while demonstrating the immense value that gender diversity brings to our organization.

PICadvanced firmly believes that gender equality is not just a moral imperative but also a strategic advantage. We are dedicated to cultivating an inclusive culture that values the contributions of all genders and ensures equal opportunities for professional growth and development. Our commitment to gender equality in the telecommunications sector serves as a catalyst for positive change and progress within our organization and the industry as a whole.

	<b>Men</b>	<b>Women</b>
Management Board	33%	67%
Total Employees	70%	30%
Strategic/Management Employees	72%	28%
Operational Employees	68%	32%

PICadvanced understands that gender equality encompasses more than just representation; it also entails creating a supportive work environment that fosters work-life balance and eliminates gender disparities in compensation. We believe that by addressing these aspects, we can truly empower our employees and promote a culture of equality and inclusivity within the telecommunications sector.

One key aspect of our commitment to work-life balance is the provision of formal exemption from standard working hours for all PICadvanced employees. This means that individuals have the flexibility to adopt adapted work schedules that suit their personal needs, allowing them to strike a harmonious balance between their professional and personal lives. By offering this flexibility, we aim to empower our employees to manage their responsibilities effectively while prioritizing their overall well-being.

Furthermore, recognizing the changing nature of work, PICadvanced embraces a hybrid work schedule. This approach allows employees to work partially remotely, providing them with the flexibility to choose a work environment that best suits their needs and preferences. By embracing remote work, we acknowledge the benefits it offers in terms of reducing commuting time, increasing productivity, and promoting a healthier work-life integration.

In terms of compensation, PICadvanced is committed to ensuring equal pay for equal work. We firmly believe in eliminating the gender pay gap and ensuring that all employees with the same qualifications and similar tasks receive fair and equitable remuneration.

By prioritizing work-life balance and guaranteeing equal pay, PICadvanced is committed to creating a gender-inclusive and fair working environment. We recognize that these factors are essential in attracting and retaining diverse talent, fostering employee satisfaction, and promoting gender equality within the telecommunications sector. Our dedication to these principles serves as a testament to our commitment to creating a workplace where everyone, regardless of gender, can thrive and succeed.

### 3. Goals, Actions and Indicators Monitored

Key Area	Goal	Actions	Indicator	Target	Current Status	Next evaluation	Responsible
<b>Work life balance and Organizational Culture</b>	Ensure flexible working hours, in order to prioritize work-life balance	Provide employees with flexible working hours.	% Employees with flexible working arrangements	100%	100%	1/jan/2027	CEO
	Promote flexibility by allowing remote work, in order to prioritize work-life balance	Provide employees with hybrid/remote work agreements.	% Employees with hybrid remote working arrangements	100%	100%	1/jan/2027	CEO
	Promote health and balance of PICadvanced employees.	Provide employees with a paid by PICadvanced gym membership.	Gym membership provided to all employees by PICadvanced.	YES	YES	1/jan/2027	COO
	Promote health and balance of PICadvanced employees.	Provide employees with a paid by PICadvanced health insurance.	Health insurance provided to all employees by PICadvanced.	YES	YES	1/jan/2027	COO
<b>Gender Balance In Leadership and Decision Making</b>	Guarantee gender equality at the decision-making level	Promote at least equal number of women to Strategic/Management Level	% Women in the Strategic/Management Level	50%	28%	1/jan/2028	CEO
<b>Gender Balance In Recruitment and Career Progression</b>	Guarantee gender equality at the recruitment level, encouraging women to apply to PICadvanced	Using gender neutral language and communication in external vacancies	% of female new hires	50%	31%	1/jan/2028	COO

<b>Measures Against Gender-Based Violence including Sexual Harassment</b>	Guarantee a safe environment for reporting of any applicable complaints.	Create a safe and anonymous channel for any applicable complaints.	Safe and anonymous channel created and publicised internally.	YES	YES	1/jan/2027	COO
	Guarantee a safe environment for reporting of any applicable complaints and the correct handling of any applicable complaints.	Guarantee the correct investigation, handling and action implementation of all complaints received through the created channel.	% of complaints received and handled with the appropriate actions.	100%	NA (no complaints received at the moment)	1/jan/2027	COO
	Raise awareness about gender equality issues (including unconscious biases, gender neutral language and unwanted sexual behaviour)	Develop and implement training actions, providing training to all employees.	Number of training actions provided.	2	0	1/jan/2027	COO
	Engage all employees in the plan for Gender Equality.	Share PICadvanced's goals and strategy with all employees.	Gender Equality Plan shared through the appropriate internal channels.	YES	YES	1/jan/2027	COO
	Raise awareness about preventing and combating harassment in the workplace.	Develop and publish the PICadvanced's Code of Conduct.	Code of Conduct published and shared through the appropriate internal channels.	YES	YES	1/jan/2027	COO

Plan for Gender Equality

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## 4. Conclusion

PICadvanced is fully committed to promoting work-life balance, gender equality, and a safe working environment within the telecommunications sector. We recognize that these factors are vital not only for the well-being and success of our employees but also for the overall growth and development of our organization.

As part of our gender equality plan, we have implemented policies and practices that prioritize work-life balance, ensuring that all employees have the flexibility to adapt their work schedules to suit their personal needs. We also embrace a hybrid work model, allowing for partial remote work, to accommodate the changing nature of work and provide a conducive environment for our employees to thrive.

Additionally, we are dedicated to eliminating gender disparities in compensation by ensuring equal pay for equal work. Our commitment to pay equity is a testament to our belief in fairness and the recognition of the value that each employee brings to the company, irrespective of their gender.

To ensure the effectiveness of our gender equality initiatives, we will closely monitor and update the Gender Equality Plan and associated data on an annual basis. This ongoing assessment will allow us to track our progress, identify areas for improvement, and refine our strategies to consistently meet our targets. We are committed to continuous growth and improvement, and these monitoring efforts will serve as a compass to guide us on our journey toward greater gender equality within our organization.

At PICadvanced, we firmly believe that creating an inclusive and gender-equal workplace is not just a responsibility but also a catalyst for innovation, productivity, and success. We are dedicated to fostering an environment where everyone, regardless of gender, feels valued, respected, and empowered to reach their full potential.

By embracing work-life balance, promoting gender equality, and providing a safe working environment, PICadvanced aims to set a positive example within the telecommunications sector and contribute to the broader movement for gender equality in the workplace. We invite all stakeholders to join us on this journey as we work towards a more inclusive and equitable future for all.

*Francisco Rodrigues*

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**Francisco Rodrigues (CEO)**