

GENDER EQUALITY PLAN

2025 - 2026

Approved by Board of Directors – August 20, 2025

1. GENDER EQUALITY PLAN (GEP) 2025-2026

Equality and equal opportunities between women and men are one of the objectives of the European Union and a priority of the European Research Area. Management of VZLU AEROSPACE, a.s. (hereinafter referred to as VZLU) fully supports the anti-discrimination principles. They are in line with the Company's Policy and Code of Ethics.

VZLU values its employees, their expertise, professionalism and abilities. Their qualities enable VZLU to achieve its goals, mission and efficient operation.

VZLU consistently promotes anti-discrimination principles that, in the long-term, lead to the company's development and to increased competitiveness, regardless of origin, religion, gender, age or sexual orientation.

VZLU is committed to the following:

- diversity in the different organizational units;
- respect for equal employment opportunities;
- compliance with the prohibition of discrimination;
- equal distribution of power, influence, rights, responsibilities, and opportunities between men and women in research and development, innovation, and management;
- maximise the use of the diversity, expertise, experience, and moral qualities of women and men to develop company processes, research, development, and innovation.

VZLU will also focus on raising awareness of gender issues and improving the care of employees to remove potential obstacles to equal opportunities for female and male job applicants, researchers, and other employees.

VZLU sees GEP as a support for the development of HR policies in the areas of employee care, education, research, development, and innovation.

2. AREAS OF THE GEP

Commitment & Governance

We are committed to promoting gender equality within our company. This plan is endorsed by top management and will be reviewed every two years.

Actions:

- Include gender equality in the internal policies.

Work-Life Balance & Organizational Culture

We aim to create an inclusive, flexible, and respectful working environment that supports all genders.

Actions:

- Promote flexible working hours and remote work options, where is applicable.
- Respect work-life balance in scheduling meetings and setting deadlines.
- Support parental leave for all genders equally.

Gender Balance in Leadership & Decision-Making

We aim to achieve balanced gender representation in leadership and management positions.

Actions:

- Ensure diverse selections for appointment to management positions.
- Monitor and report annually on gender composition.

Gender Equality in Recruitment & Career Progression

We ensure fair and transparent recruitment, evaluation and promotion processes.

Actions:

- Use gender-neutral language in job ads and calls.
- Maintain gender diversity in the education of the staff.

Integration of the gender dimensions into the content of research, development, and innovation

We recognize the importance of integrating a gender perspective in our research, development and innovation content.

Actions:

- Maintain gender diversity in preparation and execution of research, development and innovation projects.

Action against gender-based violence, including sexual harassment

We promote a safe environment free from harassment.

Actions:

- Provide confidential reporting channels.
- Guide employees to behave respectfully in the workplace.

Training & Awareness-Raising

We promote awareness and understanding of gender issues.

Actions:

- Provide training for leadership and HR personnel.

Data Collection & Monitoring

We use sex-disaggregated data to monitor progress and inform decisions.

Actions:

- Collect gender-disaggregated data.
- Review progress on GEP every two years and update actions as needed.
