



# **GENDER EQUALITY PLAN**

## **Codaship Group**

### **2022-2025**



## Table of Contents

<b>1.</b>	<b>INTRODUCTION.....</b>	<b>3</b>
<b>2.</b>	<b>DESCRIPTION OF THE COMPANY .....</b>	<b>4</b>
<b>3.</b>	<b>GENDER EQUALITY PLAN.....</b>	<b>4</b>
<b>3.1.</b>	<b>Purpose.....</b>	<b>4</b>
<b>3.2.</b>	<b>Scope .....</b>	<b>5</b>
<b>3.3.</b>	<b>Equal Opportunities.....</b>	<b>5</b>
3.3.1.	Work-life Balance .....	5
3.3.2.	Gender Balance in Leadership.....	6
3.3.3.	Equal Opportunities between Women and Men .....	7
3.3.4.	Integration of the Gender Dimension into Research .....	10
3.3.5.	Prevention of Sexual Harassment .....	10
<b>3.4.</b>	<b>Provisions for Equal Opportunities.....</b>	<b>11</b>
3.4.1.	Action Plan for Gender Equality at Work.....	11
3.4.2.	Commitments in Favor of Changing Attitudes and Dismantling Stereotypes .....	12
3.4.3.	Communication/management involvement.....	12
<b>3.5.</b>	<b>Non-regression clause.....</b>	<b>15</b>
<b>4.</b>	<b>DATA .....</b>	<b>15</b>

## 1. Introduction

Gender equality is a fundamental human right, recognized internationally as well as throughout the European Union. Gender equality is one of the five values that underpin the European Union, which is obliged to incorporate it into all its activities<sup>1</sup>. The Charter of fundamental rights<sup>2</sup> includes this equality and forbids all sexual discrimination.

Gender equality is the primary focus of the Gender Equality Strategy for the years 2020 - 2025. Although inequalities still exist, the EU has made significant progress in gender equality over the last decades. This is the result of

- equal treatment legislation
- gender mainstreaming, integration of the gender perspective into all other policies
- specific measures for the advancement of women

Encouraging trends are the higher number of women in the labor market and their progress in securing better education and training. However, gender gaps remain and in the labor market women are still over-represented in lower paid sectors and under-represented in decision-making positions.

Equality in the workplace not only contributes to the economic and social performance, it also improves cohesion and helps to change attitudes in society as a whole. The policy for gender equality in the workplace is based on two main drivers:

- Combating discrimination, helping to deconstruct stereotypes and encouraging a change in attitudes, which includes parenthood initiatives and family support, to achieve equal opportunities and fair treatment for all.
- Promoting diversity as a source of wealth for the company.

It is necessary to continue the efforts made and to take further measures to promote gender equality, particularly with regard to equal pay and women's access to all types of roles, including those with managerial responsibilities.

Our management underlines the importance of the European Commission Gender Equality Strategy, objectives, and planned actions on gender equality at Codasip and supports awareness of gender equality through addressed and concrete activities.

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<sup>1</sup> Articles 2 and 3 of the European Union treaty, article 8 of the treaty on the functioning of the European Union.

<sup>2</sup> Article 23

This plan contains measures, activities and policies for 2021 to 2025 that support our gender equality goals.

## 2. Description of the Company

Codasip delivers leading-edge RISC-V processor IP and high-level processor design tools, providing IC designers with all the advantages of the RISC-V open ISA, along with the unique ability to customize the processor IP. As a founding member of RISC-V International and a long-term supplier of LLVM and GNU-based processor solutions, Codasip is committed to open standards for embedded and application processors. Founded in 2014 and headquartered in Munich, Germany, Codasip has R&D centers across Europe and Worldwide sales representatives.

Codasip also has a University Program, that prepares the next generation of male and female processor engineers by augmenting university undergraduate and graduate computer engineering curricula and providing assignments, materials, and industry-grade tools. Through support of students and researchers, the Codasip University Program aims to prepare the people and advance the technologies to solve tomorrow's technological challenges. The Program develops research partnerships and supports researchers to advance solutions in computer security, functional safety, artificial intelligence, advanced system memories, and domain specific applications.

Generally speaking, the studies in the field of Computer Engineering, from which most of our employees come, is male-dominated. Thus, the Codasip Group is investing effort to improve the ratio and give equal chances.

## 3. Gender Equality Plan

### 3.1. Purpose

The purpose of this plan is to define the conditions required to reduce and eliminate any unjustified differences that may still exist. To this end, we are committed to changing attitudes and behavior. We encourage all of our EU and non-EU subsidiaries to ensure that the composition of their workforce reflects the different categories of society, in order to achieve greater diversity. This includes women, who, despite their growing role in the professional sphere, are underrepresented at all levels of the company.

The ongoing monitoring, implementation and evaluation of this Plan will be primarily carried out by a person in the position of equal opportunities coordinator, as soon as the position is established and filled, in cooperation with the HR department and the persons and units responsible for practical implementation of each of the measures.

Increased attention will be paid to continuous monitoring and evaluation of available gender-based data, and to compiling aggregate gender statistics enabling a comparison of developments at the various departments and in different years, as set out in one of the Plan measures below. The statistical data will also be evaluated on an annual basis.

## 3.2. Scope

This plan applies to all company subsidiaries and offices.

## 3.3. Equal Opportunities

### 3.3.1. Work-life Balance

Finding a balance between one's work and private life is not just about women. Male employees who wish to play a greater role in their family life may find themselves up against resistance within their company, whether this resistance comes from management or their own colleagues.

The Codasip Group strives to seek a better rapport between its employees' personal and professional lives by taking into account the diverse nature of family situations. This objective mainly requires better consideration of the way work is organized and an innovative policy for improving quality of life at work (such as working from home arrangements and flexible hours where possible).

In order for a good work-life balance to be equally accessible to all, parental<sup>3</sup> and/or paternity leave for men must be regarded as normal and desirable at all levels of the company. The Codasip Group ensures that there are no contractual clauses that contribute to the idea that only women bear the family responsibilities. Culturally, it is important to advance thinking on the fact that parenting involves both men and women.

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<sup>3</sup> In compliance with the European Council directive 2010/18/UE of 08.03.2010 on parental leave

As such, the Codasip Group will ensure all employees are informed of clauses relating to parenting in order to encourage the use of parental and paternity leave.

Furthermore, the Group's subsidiaries commit to paying paternity leave under the same financial conditions as maternity leave.

In the event of a change to European regulatory provisions regarding this matter, the Codasip Group allows its entities located within its European scope the freedom to negotiate any additional arrangement or initiative supporting paternity leave.

### 3.3.2. Gender Balance in Leadership

The Codasip Group is committed to better supporting the professional development of women and men throughout their careers, thus facilitating their access to all sectors of activity and levels of corporate responsibility, and fulfilling the objective of parity between women and men.

We encourage women's access to top management positions, including decision-making bodies like the board of directors and to management positions in general.

#### European Women on Board

[European Women on Boards](#) (EWoB). EWoB is a nonprofit international organization with the aim to promote gender equality in decision making and increase the number of women on corporate boards. EWoB works to accelerate women into non-executive positions by strengthening their leadership curriculum and digital acumen.

EWoB engages both businessmen and -women to develop good practices on gender equality and measures gender diversity across industries and countries of the European Union.

#### Objective

The Codasip Group is committed to mapping the gender distribution of staff in functional and operational roles on an annual basis and gender related indicators will make an inherent part of regular management and board reporting.

Encouraging voluntary internal mobility to improve employment diversity and facilitate movement between business activities.

### 3.3.3. Equal Opportunities between Women and Men

#### Recruitment

Recruitment is an important tool for encouraging more diverse jobs, as well as a source of momentum for companies. In addition, recruitment needs related to expected population changes and to the company's growth should be seen as an opportunity to further increase the mix.

We are committed to diversifying the positions open to women and to promoting better representation of women across all activities, particularly by encouraging access to male-dominated positions. Similarly, we will promote men's access to typically female-dominated roles. We are also committed to developing programs and partnerships with targeted educational institutions in order to promote our business activities and gender diversity in the industry.

We are committed to verifying the non-discriminatory nature of our recruitment processes, and to rectifying it when necessary. We therefore reiterate that internal and external recruitment criteria must be based on skills, qualifications and experience. Consequently, a person cannot be dismissed from the recruitment process because of their gender, physical appearance, social or cultural origin, name, home town, birthplace, age, disability, political or religious views, sexuality, membership of a union or any trade union activity. Given this, and with the aim of encouraging diversity, the HR teams will offer awareness training to managers who are likely to be involved in recruitment;

#### Pregnancy

A woman's (actual, suspected or future) pregnancy cannot be a factor in the refusal to recruit her; it is forbidden to seek any information related to pregnancy regarding the interested party.

#### Training and Career Development

We support innovative measures and policies that contribute to the professionalization of women and their proper integration into the workforce, specifically through work-based learning programs and apprenticeships in all roles, both operational and functional.

Providing a career follow-up for women during and after their maternity leave (and for men after the paternity leave and for both in the case of adoption leave). Before taking leave,

the manager meets with the employee to prepare their departure and temporary replacement. On their return, the manager meets with the employee again to give them a summary of the important events that have taken place during the period of absence, and to discuss their return to work. Depending on the length of the absence, a career review can be carried out if necessary. Also, any training given during maternity or parental leave that is required for continuing in a job will be offered again when the employee returns to work so as to preserve their employability. These principles also apply to instances of parental and paternity leave.

## Equal Pay

Equal pay for women and men in the workplace, in terms of base salary, performance-related pay and other benefits, is a key factor for equality between women and men in society, which has implications for retirement and overall work-life balance. A transparent wage system, covering all employees, sends a positive signal about the company's values and working methods. A system that is fair and non-discriminatory reflects good managerial practice and effectively contributes to the achievement of commercial objectives by encouraging maximum productivity from all employees.

Any directly or indirectly discriminatory wage practices should be investigated and, if found, eliminated.

## Positive Discrimination

It is important to remember the principle of European Law according to which the principle of equality does not prevent the practice or adoption of positive discrimination measures for the under-represented gender with regard to employment, work and salary (article 23 of the European Union's charter of fundamental rights).

## Objective

The Codasip Group will strengthen its efforts to achieve a better gender balance when recruiting for the various positions of the Group. This requires increasing the proportion of women recruited for operational roles on the one hand, and the proportion of men hired to administrative branches on the other.

Taking the necessary measures to ensure that pregnant or breastfeeding women can benefit from a temporary adjustment to their working conditions (particularly in cases of exposure to



dangerous substances or arduous/stressful work) and/or working hours when these carry a risk to their health or safety.

At the end of the maternity, paternity, parental or adoption leave, the employee has the right to return to his/her position or an equivalent position under conditions that are not less favorable and to benefit from any improvement in working conditions that he or she would have had the right to during the period of absence.

All workplaces must be equally suitable for both men and women. To achieve this, discussions should be held in order to identify suitable equipment for mixed teams, whether existing or future. We also need to focus on modernizing our existing offices, to make them suitable for unisex teams (creation/development of changing rooms). Health and safety and risk evaluations must be analyzed to evaluate the specific effect working conditions have on women and men.

The Codasip Group will make sure it raises awareness among its managers regarding the development of employees' skills and careers. Additionally, the Codasip Group undertakes to pay particular attention to professional training:

- for women, particularly access to training which will result in qualifications and/or managerial training, to stimulate their career development.
- for women and men who wish to retrain for a role in which their gender is underrepresented.

In addition, conditions for equal access to professional training should be in place within each subsidiary.

The Codasip Group is committed to the following:

- Zero tolerance for salary discrimination. Recruitment must comply with completely equal pay between men and women for equivalent skills and job level or between jobs with the same responsibility. Whether identified by an employee or by HR, in the event that an individual case of discrimination occurs, infringing current regulations, it must be dealt with within a maximum of period of 3 months with retroactive effect.
- Managing part-time employees. The Codasip Group reiterates that any employee wishing to work part-time must not be subject to any discrimination whatsoever, in particular, with regard to the actual number of hours worked. Particular attention is paid to the remuneration of part-time employees, who are mainly women, to ensure that these employees see wage increases that are comparable to those of full-time employees. The Codasip Group stipulates that the employee's workload should be

proportional to the working hours specified in the contract and that any adjustment to workload must be considered in the case of a change in hours. In addition, any request for amendments to the contracted number of working hours (a move to part- or full-time hours) positions will be given particular consideration.

- Maternity leave as a neutral period for individual and performance-related wage increases. We are committed to ensuring that maternity leave does not have any negative consequences on the salaries or career development of the women concerned.

### 3.3.4. Integration of the Gender Dimension into Research

Raising awareness of the importance of the gender dimension in research and development is very complex. Even though there is an abundance of women in master's and doctoral studies in universities, they are lacking in decision-making positions in research institutions and appear in the financially undervalued areas of research. Thus, the perspective of one half of the population is subsequently lacking in the production of knowledge from which society as a whole draw.

Gender equality and gender mainstreaming are also priorities of the European Research Area (ERA). The ERA is striving to transform scientific institutions, which continue to represent a rigid system that does not react to the needs of female scientists and other female employees in science and research.

#### Objective

The goal is to work with prejudices and barriers that are in the systemic and social settings, and to increase the quality of the emerging knowledge through the Horizon 2020 program and the activities of other national grant agencies, which ensure that new research will follow and take into account possible differences in preferences, needs, experiences and physiologies of men and women.

### 3.3.5. Prevention of Sexual Harassment

The Codasip Group specifies that sexual harassment is characterized by any form of unwanted, verbal, nonverbal or physical conduct/behavior of a sexual nature, the purpose or effect of which is to offend a person's dignity, particularly when such behavior creates an intimidating, hostile, degrading, humiliating or offensive environment.

Also considered to be sexual harassment is the application of any form of serious pressure, even if not repeated, for the real or apparent purpose of receiving an act of a sexual nature, regardless of whether it is sought for the benefit of the perpetrator or a third party.

Sexual harassment is a form of violence that, on the whole, disproportionately affects women in the workplace, a category of the population that the Codaship Group is determined to protect, without losing sight of the fact that men too can be victims.

## Objective

We are aware that sexual harassment and sexist behavior is an act of violence that has a negative impact on the working environment. The Codaship Group has therefore adopted a policy of zero tolerance for such acts.

Anyone working for the Codaship Group who considers that he or she is a victim of sexual harassment may contact one of the internal contacts present in their department: line management or the HR team - as is described in our internal policy. We guarantee the confidentiality of all conversations and interaction and pledges to protect anyone who has reported inappropriate actions by ensuring that they cannot be sanctioned, dismissed or discriminated against. Any reports will give rise to an internal investigation. The Codaship Group undertakes to ensure that any complaints or reports are examined and dealt with promptly in accordance with the principles of dignity, confidentiality and impartiality.

In order to combat sexual harassment, the Codaship Group is committed to setting up awareness-raising initiatives for the prevention of sexist behavior and sexual harassment. The Codaship Group is committed not only to raising the awareness of its employees, but also of any third parties working within its BUs (temporary employees, subcontractors, service providers, etc.).

These initiatives may take the form of training or awareness-raising modules, or any other appropriate educational resources (videos, brochures, etc.).

The Code of Ethics will be revised.

## 3.4. Provisions for Equal Opportunities

### 3.4.1. Action Plan for Gender Equality at Work

Based on an overview and assessment of actions taken for gender equality in the workplace, all Codasip Group offices with over 140 employees commit to defining a new action plan that includes the topics covered in this agreement.

We will analyze any discrepancies between male and female employees, based on information regarding pay, training, career development, and more.

### 3.4.2. Commitments in Favor of Changing Attitudes and Dismantling Stereotypes

Responsibility for compliance with the principle of gender equality in the workplace lies with the company itself. However, the success of this policy relies primarily on a change in the attitudes and behavior of everyone in the Codasip Group (executive management, directors, HR, and employees) in terms of the role of men and women both in the workplace and in their personal lives. In this respect, regular and constructive social dialogue at all levels will encourage the changes mentioned above.

### 3.4.3. Communication/management involvement

The Codasip Group undertakes to regularly provide information on this agreement to:

- all employees, to raise awareness of gender equality issues;
- managers of the subsidiaries covered by the scope defined in Article 2, to mobilize them to apply this agreement. The Codasip Group is committed to continuing and developing training in equal opportunities including gender equality in the workplace.

Category	Measures and Targets	Objectives
Work-life Balance	<ul style="list-style-type: none"> <li>• reassessment of working from home arrangements</li> <li>• reassessment of offering of reduced working hours</li> <li>• clear processes for maternity and paternity leave</li> </ul>	<p>The Codasip Group will ensure all employees are informed of clauses relating to parenting in order to encourage the use of parental and paternity leave.</p>
Gender Balance in Leadership	<ul style="list-style-type: none"> <li>• encouraging women to apply for managerial positions</li> <li>• facilitating the access of women to leadership roles</li> <li>• cooperation with European Women on Boards to enrich the organization by women mentors thus bridging the male-dominated field of study</li> </ul>	<p>To have at least 33% of female managers in permanent Executive positions out of the total number of executives by 31.12.2025, in accordance with the European principle.</p>
Equal Opportunities between Women and Men	<ul style="list-style-type: none"> <li>• analysis of any discrepancies between male and female employees</li> <li>• conducting awareness trainings to hiring managers</li> <li>• promoting better representation of women across all activities</li> </ul>	<p>Attention will be paid to the remuneration of part-time employees, who are mainly women, to ensure that these employees see wage increases that are comparable to those of full-time employees. The employee's workload should be proportional</p>

	<ul style="list-style-type: none"> <li>• supporting both women and man in their professional development</li> </ul>	<p>to the working hours specified in the contract and that any adjustment to workload must be considered in the case of a change in hours. Recruitment must comply with completely equal pay between men and women for equivalent skills and job level or between jobs with the same responsibility.</p>
<p><b>Gender Dimension in Research</b></p>	<ul style="list-style-type: none"> <li>• developing programs and partnerships with targeted educational institutions</li> <li>• encouraging diversity</li> </ul>	<p>To have a dialogue to ensure that the objectives of gender equality are fully integrated. The company is committed to ensuring non-discriminatory treatment of research employees in line with the present agreement.</p>
<p><b>Prevention of Sexual Harassment</b></p>	<ul style="list-style-type: none"> <li>• we are aware that sexual harassment and sexist behavior is an act of violence that has a negative impact on the working environment.</li> <li>• we have therefore adopted a policy of zero tolerance for such acts.</li> </ul>	<p>To implement systems for listening, investigating, and protecting employees who are victims of sexual harassment. The Codasip Group will implement support measures such as helplines, psychological support, legal aid, and</p>

		more. We will circulate the provisions of this as widely as possible using suitable methods for the different audiences involved (talks, posters, video, booklets, etc.)
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### 3.5. Non-regression clause

Under no circumstances may the clauses of this agreement be used as a means of alleviating obligations on the topic of gender equality at work already stipulated by national, European legislation and/or local labor agreements.

## 4. Data

Department	Male	Female	Number of Employees	Breakdown by Age		
				18-44	45-54	55-64
Management Level	91%	9%	11	60 %	10 %	30 %
R&D	93%	7%	102	93 %	3 %	4 %
Sales and Marketing	88%	13%	24	40 %	35 %	25 %
General and Administration (HR and Finance)	67%	33%	12	100%	0 %	0 %

<b>Location</b>	<b>Male</b>	<b>Female</b>
Czech Republic, Slovak Republic	81%	19%
Germany	67%	33%
France	100%	0%
UK	100%	0%
USA	100%	0%
China	0%	100%
Remotely from Europe	100%	0%
Korea	100%	0%
Japan	100%	0%



*On behalf of*

**Codasip GmbH**

**Codasip UK Ltd.**

**Codasip s.r.o.**

**and**

**Codasip (Shenzhen) Technology Co.,  
Ltd.**

*In Brno on May 10, 2022*

***Ron Black***

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Name: **Ron Black**  
Position: *Chief Executive Officer*