
Gender Equality Plan (2025-2027)

1s1 Energy Portugal, Unipessoal Lda

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1. Introduction & Endorsement

1s1 Energy Portugal, Unipessoal Lda (“1s1”) is fully committed to creating an inclusive and equitable work environment where all individuals can thrive. This Gender Equality Plan (GEP) is our strategic roadmap for actively promoting gender equality and integrating it into every facet of our organization.

This GEP is a living document that outlines our objectives, concrete actions, and measurable targets for the period 2025-2027. It has the full endorsement of the company's leadership and demonstrates our unwavering commitment to these principles.

- **Designated Responsibility:** The overall responsibility for the implementation and monitoring of this GEP lies with **Dr. Daniel Sobek, General Manager**.
- **Resources:** This plan will be supported by dedicated time from management and staff, with a modest budget allocated for training and development initiatives.

2. Data Collection & Baseline Analysis

To ensure our actions are targeted and effective, we conducted a confidential, internal analysis of our workforce composition and practices as of Q1 2025. This data provides the essential baseline against which we will measure our progress throughout the duration of this plan.

3. Thematic Areas of Action

This plan is structured around the five key thematic areas recommended by EU guidelines.

Area 1: Work-Life Balance and Organizational Culture

Objective: To foster a supportive and flexible culture where all employees, regardless of gender, can balance professional and personal responsibilities.

Action	Key Performance Indicator (KPI) / Target	Timeline	Responsible Party
Encourage senior leadership to lead by example by visibly taking parental leave and utilizing flexible work options.	Documented examples in internal communications at least once a year.	Ongoing	Managing Director

Area 2: Gender Balance in Leadership and Decision-Making

Objective: To achieve a more equitable representation of genders in senior and decision-making roles.

Action	Key Performance Indicator (KPI) / Target	Timeline	Responsible Party
Ensure that succession planning and promotion shortlists for senior roles include qualified candidates of all genders.	Achieve at least 30% representation of women on the leadership team by the end of 2027.	Ongoing	Managing Director

Area 3: Gender Equality in Recruitment and Career Progression

Objective: To eliminate unconscious bias and ensure fairness at every stage of the employee lifecycle.

Action	Key Performance Indicator (KPI) / Target	Timeline	Responsible Party
Standardize all job descriptions using gender-neutral language and clearly defined, objective selection criteria.	100% of new job descriptions reviewed for bias before posting.	Q4 2025	Hiring Managers
Formalize the annual performance review process to focus on objective achievements and skill development.	New review process fully implemented for the 2026 review cycle.	Q2 2026	General Manager's Office

Area 4: Integration of the Gender Dimension into Business Operations

Objective: To ensure that a gender perspective is considered in our external-facing content and business activities.

Action	Key Performance Indicator (KPI) / Target	Timeline	Responsible Party
Review all public-facing content (website, marketing, social media) to ensure it uses inclusive language and imagery, avoiding gender stereotypes.	Internal content audit completed and necessary updates made by Q2 2026.	Q2 2026	General Manager's Office

Area 5: Measures Against Gender-Based Violence and Sexual Harassment

Objective: To maintain a safe, respectful, and zero-tolerance environment for all forms of harassment and gender-based violence.

Action	Key Performance Indicator (KPI) / Target	Timeline	Responsible Party
Implement mandatory annual training for all employees on what constitutes harassment, how to report it, and their role in creating a respectful workplace.	100% of employees complete training by the end of Q1 each year.	Q1 2026	General Manager's Office
Clearly communicate and display the confidential reporting channels and the designated, trained contact person(s) for harassment concerns.	Information is included in the employee handbook and is easily accessible.	Q1 2026	General Manager's Office

4. Monitoring, Evaluation, and Reporting

Progress against this plan will be formally reviewed **annually** by the leadership team. The data collected in our initial analysis will be updated each year to measure progress against our targets.

The findings of this review will be shared **internally** to maintain transparency, foster accountability, and guide adjustments to the plan as needed.

5. Commitment

This plan represents our firm commitment to building a truly equal and inclusive workplace at 1s1 Energy Portugal Unipessoal Lda.

Approved by:

Daniel Sobek

**Daniel Sobek, Ph. D.
General Manager**

September 1, 2025.