

Gender Equality Plan



1. Public Commitment and Publication

Sono Robotics GmbH is committed to promoting gender equality, equal opportunity, non-discrimination, and an inclusive working environment across all company activities. This Gender Equality Plan sets out the company’s approach to recruitment, compensation, career progression, organisational culture, leadership, research and development, and prevention of discrimination or harassment. This Gender Equality Plan has been approved and signed by top management. It is made publicly available on the company website and will be shared as an official company document upon request. The plan will be reviewed annually or earlier if the company undergoes significant organisational growth.

2. Current Baseline and Data Collection

Sono Robotics GmbH is an early-stage startup and currently has no employees. Therefore, no historical sex/gender-disaggregated employee data is available at this stage. From the first hire onward, the company will collect and review sex/gender-disaggregated data where legally and ethically appropriate. This will include workforce composition, hiring pipeline, interview outcomes, leadership roles, compensation levels, promotion decisions, training participation, and any reported workplace conduct concerns. This data will be reviewed annually by company management to identify gaps, monitor progress, and update actions where needed.

3. Dedicated Resources and Responsibility

Given the company’s current early-stage structure, responsibility for implementing this Gender Equality Plan lies with top management. Until a dedicated HR function exists, the Chief Executive Officer will be responsible for implementation, monitoring, and annual review. As the company grows, appropriate resources will be allocated to support implementation. These may include management time, structured hiring processes, external HR/legal/gender-equality advice where required, and training for founders, managers, and hiring decision-makers.

4. Objectives and Targets

Sono Robotics GmbH aims to embed gender equality principles from the beginning of its organisational development. The company’s objective is to ensure that recruitment, pay, career progression, leadership opportunities, and workplace culture are based on fairness, transparency, and equal opportunity. For the first three years after the first external hire, the company will work toward the following targets:

Area	Target
Recruitment	Structured interview process for 100% of roles
Hiring pipeline	Qualified candidates from underrepresented genders considered where feasible
Pay equity	Annual compensation review once employees are hired
Training	100% of hiring decision-makers complete basic bias-awareness training
Leadership/advisory roles	Gender-diverse representation considered in leadership and advisory structures

These targets will be reviewed annually and updated as the company expands.

5. Recruitment and Career Progression

Sono Robotics GmbH will use fair, transparent, and structured recruitment processes. Job descriptions will be written in gender-neutral language, selection criteria will be defined before interviews, and hiring decisions will be based on role-related skills, experience, and competencies. The company will avoid relying only on informal network-based hiring where possible, because this can unintentionally restrict access to opportunities. Career progression, promotion, and allocation of responsibility will be based on transparent criteria and documented performance-related considerations. All employees will have equal access to development opportunities, mentoring, responsibility, and advancement as the company grows.

6. Work-Life Balance and Organisational Culture

Sono Robotics GmbH will promote a respectful, inclusive, and professional working culture. The company will support flexible working arrangements where compatible with operational needs and will respect parental, family, and caregiving responsibilities. The company will encourage inclusive meeting practices, respectful communication, and equal participation in decision-making. As the company

grows, these principles will be integrated into employment contracts, onboarding materials, and internal policies.

7. Gender Balance in Leadership and Decision-Making

Sono Robotics GmbH will seek gender balance in future leadership, advisory, and decision-making structures where feasible. This includes considering gender diversity when forming advisory boards, hiring panels, leadership roles, and external expert groups. Representation in leadership and decision-making roles will be reviewed annually once the company has employees or formal advisory structures in place.

8. Gender Dimension in Research, Product Development, and Innovation

Sono Robotics GmbH will consider the gender dimension in research, product development, clinical planning, usability, and innovation where scientifically and commercially relevant. For medical technology development, the company will assess whether sex or gender differences may affect clinical need, disease presentation, treatment pathway, device usability, patient experience, study design, data interpretation, market access, or adoption. Where relevant, these considerations will be reflected in product development, validation, and clinical planning.

9. Measures Against Gender-Based Violence and Sexual Harassment

Sono Robotics GmbH maintains a zero-tolerance approach to sexual harassment, gender-based harassment, discrimination, bullying, and retaliation against complainants. As the company grows, it will establish a confidential reporting and response process. Until a dedicated HR function exists, concerns may be reported directly to the Chief Executive Officer, with the option of involving an external advisor where appropriate. All reported concerns will be handled seriously, confidentially, and without retaliation.

10. Training and Awareness

Sono Robotics GmbH will promote awareness of gender equality, unconscious bias, inclusive leadership, and anti-harassment expectations. At minimum, all founders, managers, and hiring decision-makers will complete basic awareness training before participating in recruitment, promotion, or major personnel decisions. Training requirements will be reviewed as the company grows.

11. Monitoring, Reporting, and Review

This Gender Equality Plan will be reviewed annually by company management. The review will assess hiring pipeline diversity, workforce composition, compensation fairness, leadership and advisory representation, training completion, reported concerns, and progress against targets. The plan will be updated as Sono Robotics GmbH hires employees, raises funding, expands its leadership structure, or changes its organisational needs.

12. Approval

Approved by

Name: *Dr. Daniel Ahmed*
Role: *Chief Executive Officer*
Company: **Sono Robotics GmbH**
Date: January 1, 2026
Signature: 