KITE//KRAFT

Gender Equality Plan

Code of Conduct

Preamble

Kitekraft strives for gender equality and avoiding any form of discrimination based on sex as well as religion, sexual orientation, nationality, and ethnicity. We understand gender equality as stated by the United Nations as the "equal rights, responsibilities and opportunities of women and men and girls and boys"[1]. Furthermore, we recognize more diverse gender identities and have an inclusive view of family structures and roles. As a company and as part of the larger society we recognize our role in ensuring that. This document outlines our strategy and measures as a guide to progress on this issue.

Kitekraft follows a gender equality plan that covers several elements of our company strategy and activities, including resources, publications, data collection, data monitoring, content, and training. We also consider topics, such as equal access to employment, equal pay, protection of parenthood, conciliation of professional, personal, and family life, and equal working conditions.

Strategies and Actions

The following strategies and actions have been adopted to ensure that Kitekraft meets all its set gender equality goals. These strategies and actions are not exhaustive and Kitekraft's leadership will review and adapt them in view of the company's progress.

1. Gender-Equality in Recruitment and Gender-Balance in Leadership

We promote and follow a gender-sensitive approach in the recruitment and career development of Kitekraft's employees. While the airborne wind energy industry employees and leaders have historically been predominantly male, we would like to contribute to a change in our sector, by providing education and training, specifically to women. We invite and actively seek female and diverse candidates for open roles.

2. Gender-Sensitive Language

Every document, every email, and every vocal communication within our company is set to be gender sensitive. This seems like a matter of course but is unfortunately not yet wide-spread within companies, even today.

3. Equal Pay for All Genders

One big focus around gender equality at Kitekraft is the focus on being transparent about wages and providing every person a fair wage that depends on the position and job functions and is not impacted

[1] https://www.un.org/womenwatch/osagi/conceptsandefinitions.htm

at all by gender. To do so, we provide a clear breakdown of a person's salary depending on the employee's activities, responsibilities, and position.

4. Prevention of Gender-Based Violence and Sexual Harassment

Everyone at Kitekraft, especially the management team, is responsible to ensure a safe work environment. Safety is one of the core values of our company and we see it as an unnegotiable necessity to provide a safe workspace free from gender-based violence and sexual harassment. To prevent any incidents involving gender-based violence and sexual harassment, it is part of our company's curriculum to constantly remind all our employees about gender equality. This might include mandatory training, as well as informative sessions with our management team. We will adapt these measures to be adequate continuously.

5. Work-Life Balance and Family

Maternity and paternity leaves are guaranteed according to German law. After the completion of parental leave, employees are provided with the same responsibilities and working time as before the leave, unless differently agreed between employer and employee concerning working hours. Whenever possible, we will provide flexible work times to enable reconciliation of work and family life.

6. Menstrual Leave Policy

Women working at Kitekraft has the right to take one day off work per month in case of premenstrual stress. This is an additional paid day off work specifically for women.

7. Data Collection Around Gender Equality

We will continuously be collecting data around gender equality, the participation of women and diverse genders in our company, as well as all other actions related to gender equality. This data will be published in our *Gender Equality Report*. This report will be published on our corporate website, to provide transparency and updates on Kitekraft's gender equality policies.

8. Integration of Gender-Dimension into Research

We will also integrate the gender dimension into our research related to the airborne wind energy field and provide recommendations on how to train and motivate women to set foot into our industry.

9. Gender-Aware Infrastructure

Nowadays infrastructure does not take the different needs of all genders into sufficient consideration. One specific example is the sanitary infrastructure at construction or test sites which often lacks a separate toilet for women with all due necessities. We aim to provide adequate infrastructure to assure an atmosphere of respect and safety regardless of gender.

10. Supply of Hygiene Products

Basic female hygiene products (e.g., tampons, pads) are made available for women at our sanitary facilities at company expense.

11. Feedback and Communication Mechanisms

One important prerequisite to tackle and prevent gender-related topics is to be aware of them. We will encourage all female colleagues to partake in formats focused on all things inequality due to gender. We believe that offering safe spaces, e.g., in the form of women-only discussion rounds, can help in pinpointing and then addressing potential issues regarding inequalities. Coming from these meetings, suggestions can be brought up to further adapt the working environment and ensure a safe and comfortable space for all.

12. Gender-Sensitive Product Design

All products Kitekraft aims to produce will have to undergo a check to ensure that they are equally easy to setup/operate/service for all genders. To give examples: all control surfaces that have to be accessed during service have to be within reach for the typical body heights of all genders; objects to be lifted may not be too heavy; etc..

Florian Bauer Maximilian Isensee Christoph Drexler André Frirdich

