




# Gender equality plan

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## Gender Equality Plan (GEP) – Presence XR Solutions (PXR)

Presence XR Solutions (PXR) is committed to promoting gender equality, diversity and inclusion as core principles of its organisational culture and growth strategy. As a small and evolving technology-based company operating in immersive systems and industrial digitalisation, PXR recognises both the challenges and the importance of fostering an inclusive environment in a traditionally male-dominated sector.

This Gender Equality Plan (GEP) defines a set of proportionate and realistic measures adapted to the size of the organisation, ensuring compliance with Horizon Europe requirements while supporting continuous improvement.

### 1. Public commitment

This Gender Equality Plan is publicly available and reflects PXR's commitment to equal opportunities, non-discrimination and inclusive participation. The company integrates these principles into its daily operations and long-term development. The plan is endorsed by company management.

### 2. Work-life balance and organisational culture

PXR promotes flexible working conditions adapted to individual needs, including flexible schedules and remote work where possible. This contributes to a more inclusive working environment and supports employees in balancing professional and personal responsibilities.

### 3. Gender balance in recruitment and career progression

PXR is committed to equal opportunities in recruitment and career development. Job descriptions are formulated using gender-neutral language, and selection processes are based exclusively on skills, qualifications and merit.

As a small company in a highly specialised sector, PXR acknowledges the challenges in achieving gender balance, but actively aims to attract diverse profiles and broaden participation in technical roles whenever possible.

### 4. Gender balance in leadership and decision-making

PXR promotes equal opportunities in leadership and decision-making roles as the organisation grows. Responsibilities within the company are assigned based on competence and experience, ensuring fair and inclusive participation.

### 5. Inclusive and respectful working environment

PXR fosters a working environment based on respect, collaboration and equal treatment. Any form of discrimination, harassment or bias is not tolerated. PXR maintains a zero-tolerance policy towards any form of gender-based violence, harassment or discrimination, and ensures that any concerns can be raised and addressed appropriately.


### 6. Training and awareness

PXR promotes awareness of diversity, inclusion and unconscious bias through internal communication, shared materials and team discussions. The company commits to organising basic awareness-raising actions

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on gender equality and unconscious bias for staff and decision-making roles, proportionate to its size.

#### 7. Integration of gender and diversity perspective in activities

PXR considers inclusivity and accessibility in the design of its technological solutions. The company aims to reduce barriers to participation in technical environments by enabling remote interaction, reducing physical constraints and supporting diverse user profiles.

#### 8. Data collection and monitoring

Due to the small size of the organisation, quantitative indicators are limited. However, PXR collects and reviews basic gender-disaggregated data (e.g. team composition and recruitment processes). Internal assessment is carried out periodically, at least every two years, to monitor progress and identify areas for improvement.

#### 9. Dedicated resources

Responsibility for the implementation and monitoring of this GEP is assigned to company management. A proportionate amount of internal resources is allocated to ensure the effective implementation of this plan, taking into account the size and structure of the organisation.

#### 10. Continuous improvement

PXR commits to periodically reviewing and updating this Gender Equality Plan as the organisation evolves, ensuring alignment with best practices and regulatory expectations.

This approach ensures that gender equality and inclusivity are embedded in the company's development in a realistic, scalable and sustainable manner.