

JuntoAI Gender Equality Plan (GEP) 2026–2028

1. Formal Statement & Public Commitment

JuntoAI Limited is committed to fostering a diverse, equitable, and inclusive workplace. This GEP outlines our strategic commitment to gender equality as a core value of our innovation and growth. This document is endorsed by executive leadership and is publicly available at <https://juntotai.org/>.

2. Dedicated Resources & Expertise

- **Personnel:** **Miriam Schmidberger (CEO)** is the appointed Gender Equality Officer.
- **Source of Expertise:** A hybrid model combining internal leadership with external professional insights from the **Kerry Businesswomen’s Network (KBN)**.
- **Budget:** A dedicated annual budget of **0.5% of turnover** (with a **minimum floor of €5,000** during pre-revenue phases) is allocated specifically for GEP activities.

3. Data Collection & Monitoring

- **Baseline:** Annual collection of sex-disaggregated data across all levels.
- **Key Performance Indicators (KPIs):**
 - **Leadership Target:** Aiming for **50% female representation** in senior management roles.
 - **Gender Pay Gap:** Monitored via transparent salary banding and fixed % raise structures.
 - **Cognitive Load Parity:** Annual audit of administrative task distribution across gender demographics.
- **Reporting:** A progress report will be presented every **March** to the Board of Directors.

4. Strategic Dimensions & Action Plan

Dimension	Primary Objective	Specific Actions & Technical Integration
Work-Life Balance	Neutralizing the "Double Burden"	Enhanced Leave: 4-day work week, 0.5 days optional menstrual leave per month , and 6 months fully paid parental leave (with a 2-month 50% hours/100% pay transition).
Recruitment	Eliminating Entry Bias	Gender-Neutral Hiring: Mandatory neutral language in ads. Blind Vetting via "Objective Handshake" protocols. Every final panel must include at least one woman.
Product & R&D	Bias-Mitigating Architecture	A2A Negotiation: Using Digital Twins to remove the "Assertiveness Double-Standard." 100% of initial match-vetting is performed by agents to ensure merit-based "Handshakes."
Algorithmic Accountability	Preventing Machine Bias	Synthetic Data Stress-Testing: Bi-annual audits of AI training sets. Synergy Checks integrated into the tech to eliminate biased negotiation practices.

5. Measures Against Harassment

JuntoAI maintains a **Zero-Tolerance Policy** for sexual harassment. We provide an anonymous, encrypted reporting channel via our internal network to ensure psychological safety and "Sanctuary" for all employees.

6. Training & Capacity Building

Onboarding: All new hires must complete "Inclusion & Digital Sovereignty" training during their first week.

Continuous Learning: Mandatory annual workshops for all staff, with specialized "Ethical Agentic Design" training for the engineering team.

Signatures:



Miriam Schmidberger

Chief Executive Officer (CEO), JuntoAI Limited

Date: 03.03.2026



Markus Schmidberger

Chief Technical Officer (CTO), JuntoAI Limited

Date: 03.03.2026