

Gender Equality Plan & Workforce Diversity Report

NanoTemper Technologies · München · Berichtsdatum: 30. Juni 2026

Datengrundlage: Personio HR-System (Basisliste, Gender Gap, Job-Familien) · Horizon Europe GEP-Framework

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1. GEP Framework and Institutional Commitment

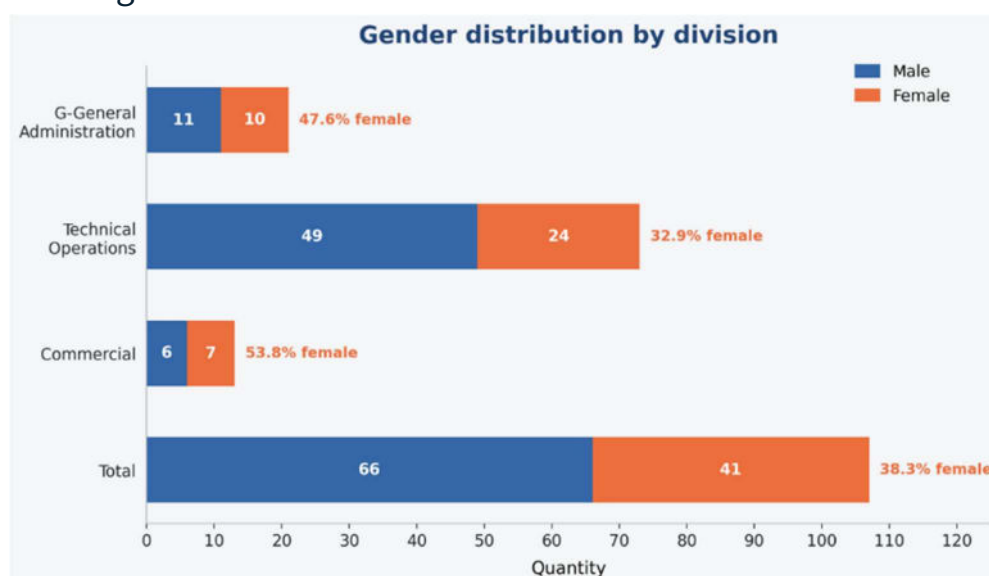
The Executive Team at NanoTemper Technologies is committed to advancing gender equality as a matter of fairness, opportunity, and business impact. Our ambition extends beyond closing pay gaps to ensuring equitable access to development, promotion, leadership pathways, and support throughout the employee journey. By addressing structural barriers, reducing bias in people decisions, and monitoring progress transparently, we aim to ensure that gender does not determine compensation, career prospects, or access to support.

This report is based entirely on the Personio HR dataset as of June 30, 2026, and uses the internal job-grade framework (annual target compensation) as the basis for the compensation analysis. The data and statistics are based employees of the German entity of NanoTemper Technologies (NTT GmbH). They include job grads up to the internal job-grade 13 as outside the German entity NTT the employee population above that job-grade is so few that data-protection rights of individuals could not be ensured. Students are not included so that in total N=107.

Role	Person/Function	Task & Frequency
GEP-Responsible	Head of HR EU	Monitoring, Reporting, Actions — annually Q4
Executive Sponsor	CHRO	Escalation, Budget, Strategic Governance
Data Analysis	HR-Team	Personio-Analysis in comparison to WTW Data; GEP-Update annually Q4
Governance	CEO / Executive Leadership Team	Review & approval of GEP-Objectives in the scope of the annual salary review— Q1/ Q2

2. Employee structure and pay gap

2.1. General gender distribution



Note: there currently is no gender other than male or female registered.

Key Insights & Measures

- For General Administration and Commercial overall only a small number of employees to compare so that deviation in gender has more impact.
- In General Administration and Commercial the number of male vs. female is balanced.
- In Technical Operation there is a female percentage of only 33% which represents the typical distribution in science fields.

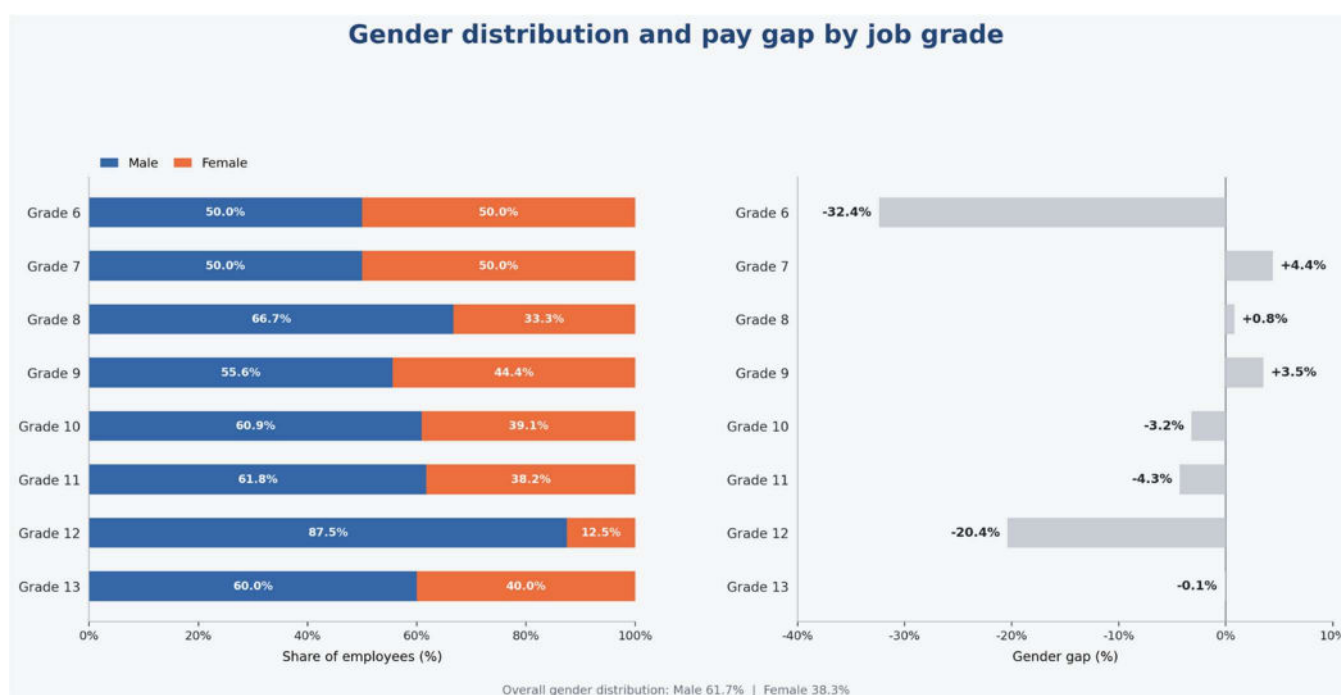
Actions:

To bring more women into the science field Nanotemper will plan the Girls Day in cooperation with schools close by.

Bring women who are working in Technical Operation into platforms for speaker roles and therefore increase visibility of women in Science at NanoTemper. Training on these speaker roles required upfront.

2.2. Gender distribution per job grade

NanoTemper Technologies implemented globally a job architecture based on the systematic of Willis Towers Watson (WTW). This allows a very precise analysis of any equality dimension based only on comparable tasks, responsibilities and required skillsets clustered in jobs, which are clearly differentiated by grades and functions (job families). Since job grades are the only element with a hierarchical connection, the following analysis is limited to this.



Note: The considered pay-data is based on total direct compensation (TDC), which includes base salary and short term incentives. The gender pay gap is calculated as follows: $(\text{TDC male} - \text{TDC female}) / \text{TDC male} \times 100\%$

Key Insights & Measures

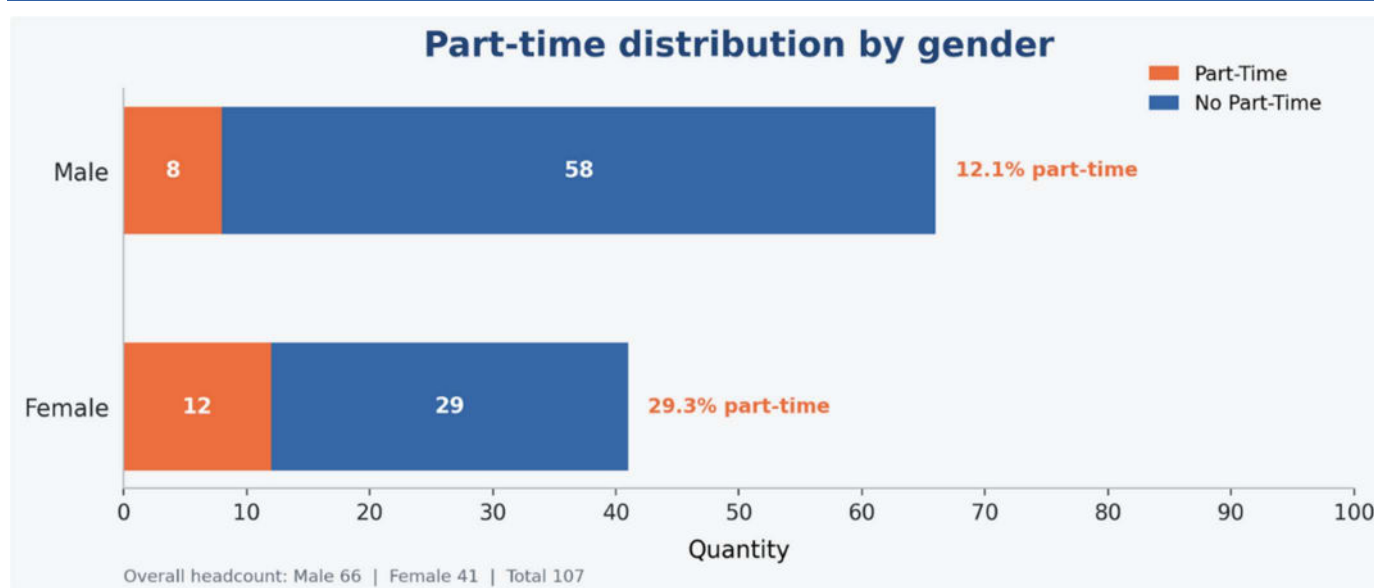
- For almost all grades the distribution of male and female is balanced, only for grade 8 and grade 12 there is immediate action required to get more female colleagues on board.
- Overall gender equality regarding pay is given, following the guideline of the Pay Transparency Guideline of the EU, with the exception of a few individuals in two grades.
- There is no significant deviation in the distribution of male vs. female ratios in the higher grades.

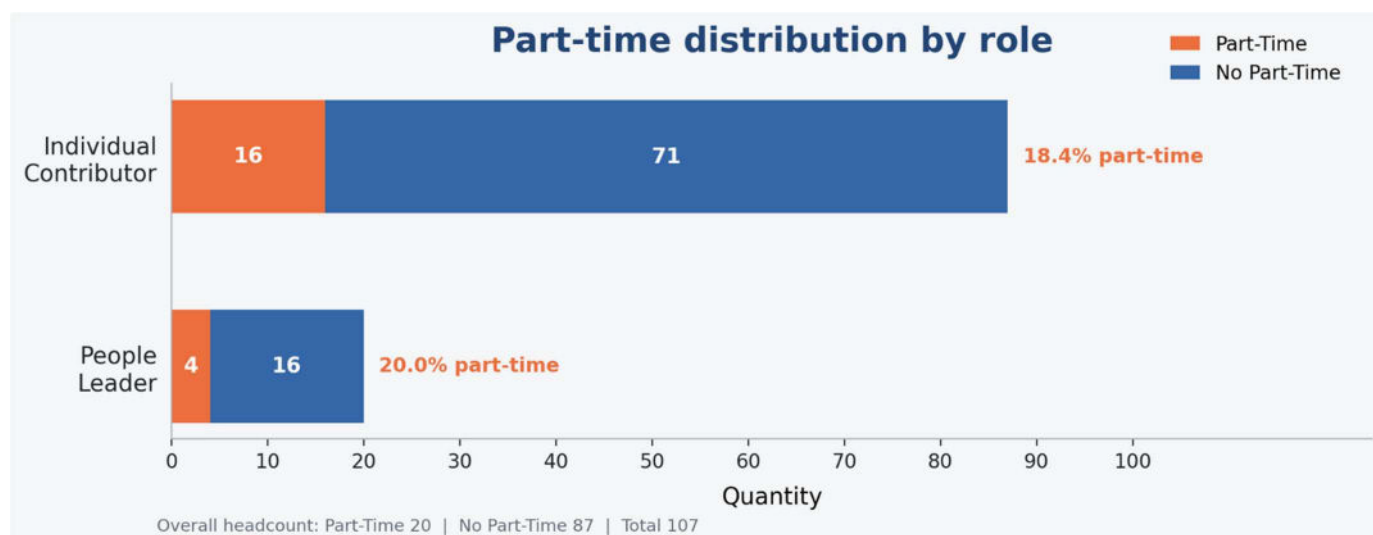
Actions:

The salary rounds are our opportunity to review the salaries and equal pay in general, for the above mentioned few there will be definite actions defined in these salary rounds to, in the end, have a more balanced situation.

For grades in which the female ratio is still significantly lower than the male ratio recruiting and development actions will be focused on more female candidates.

3. Flexible working environment





Key Insights & Measures

- The part time the ratio is higher for women than for men at NanoTemper.
- Within the female population the part time ratio is overall higher than the part time ratio within the male population.
- Overall the part time option is open to both sides and well accepted within NanoTemper on both sides: male and female.
- Part time also is well used at Management level

Actions:

Further offer the part time option in different models at every grade and company level.

Include care time in communication and explain that part time is an option if you have care giving requirements.

3.1. Homeoffice & Working Time Arrangements

NanoTemper enables mobile working (working from home) for all eligible roles. This policy applies regardless of gender or employment level. Working hours to enable a fair work life balance apply company-wide; time tracking is required additionally for production-related roles.

4. Unconscious Bias Training

Unconscious bias influences hiring, performance evaluation, and promotion decisions, even among experienced leaders. The following training program is mandatory for all people managers at Grade 11 and above.

Bias Type	Relevance for NanoTemper
Affinity bias	Favoring candidates who are similar to oneself in terms of education, background, or interests.
Halo/horn effect	One characteristic, whether positive or negative, disproportionately influences the overall assessment.
Attribution bias	Men's achievements are attributed to ability, while women's achievements are attributed to luck — a pattern observed systematically.
Maternal/paternal bias	Mothers are perceived as less career-oriented, while fathers receive a positive "bonus" perception.
Performance vs. potential	Women are assessed based on past performance, while men are assessed based on potential, resulting in promotion bias.

Module	Target Group	Format	Duration	Frequency
Bias in Recruiting	Hiring managers, HR	Live workshop	½ hour	Annually
Bias in Performance Reviews	People leader	Live workshop	½ hour	Before review cycle

5. Whistleblowing-System & Trusted Person

A secure reporting system is the foundation of a culture of psychological safety and a legal requirement under the German Whistleblower Protection Act (HinSchG, July 2023). NanoTemper provides two complementary channels:

Aspect	Regulation / Description
Purpose	Anonymous or named reporting of discrimination, harassment, unequal treatment, pay inequality, and other violations of company policies or applicable laws.
Platform	Digital whistleblowing tool within the Personio HR platform; complete anonymity is technically guaranteed.
Legal basis	HinSchG — mandatory for companies with 50 or more employees; NanoTemper fulfills this requirement.
Protection	Whistleblowers are protected from retaliation; retaliatory measures are prohibited.

Aspect	Regulation / Description
Processing times	Acknowledgment of receipt: within 7 days; feedback on the status: within 3 months.
Trusted contact / ombudsperson	CHRO (internal ombudsperson function); for HR-related reports: external ombudsperson through a law firm.
Confidentiality	All conversations are strictly confidential. Information will not be shared without the reporting person's explicit consent.

Remark to the implementation process

- Recommendation: Conduct an annual awareness campaign to promote both channels, with a target of at least 90% employee awareness.
- Reports concerning gender-based inequality are included in the annual Gender Equality Plan (GEP) monitoring in aggregated form.