

Vmicro SAS Gender Equality Plan

Plan 2025–2027

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1. Introduction

At Vmicro SAS, a fast-growing small enterprise specialized in microtechnologies, we are deeply committed to promoting gender equality, diversity, and inclusion. In 2024, Vmicro SAS is a company with fewer than 10 employees. Recognizing our ambition to expand the team significantly between 2025 and 2027, we see the establishment of a structured Gender Equality Plan (GEP) as an essential step to ensure an inclusive and equitable working environment from the outset.

This GEP formalizes our commitment to integrating gender equality principles into our organizational culture, internal processes, and research and innovation activities. We understand that promoting gender equality is key to attracting diverse talents, fostering innovation, and ensuring sustainable growth.

In line with Horizon Europe requirements, this GEP is:

- Formally published and signed by the CEO;
- Supported by dedicated resources;
- Built on the collection of sex/gender-disaggregated data and monitoring;
- Accompanied by awareness-raising and training activities.

2. Initial Assessment

Given our current size, a preliminary gender assessment shows:

- A small team with existing gender imbalances to monitor as we grow;
- No formal procedures yet established for gender equality monitoring or communication;
- The opportunity to integrate gender considerations into the development of the company's internal structures from an early stage.

This GEP is therefore designed as a living document, evolving with Vmicro SAS's growth and organizational changes.

3. Strategic Objectives

Through this plan, Vmicro SAS aims to:

- Foster an inclusive and respectful work environment;
- Ensure equal opportunities in recruitment, career progression, and leadership;
- Integrate gender perspectives into research and innovation activities;
- Prevent and address any form of gender-based violence and harassment.

4. Governance

Currently, the implementation and monitoring of the GEP are the responsibility of the company's CEO, Benjamin Walter. As Vmicro SAS grows beyond 10 employees, dedicated top management representatives from R&D, Production, and Sales departments will be progressively involved in overseeing and supporting the GEP's implementation.

Clear roles and responsibilities will be established as the organization expands.

5. Resources

Specific human and financial resources are allocated to support:

- Data collection and analysis;
- Training and awareness initiatives;
- Annual monitoring and reporting activities.

6. Data Collection and Monitoring

Vmicro SAS will systematically collect sex/gender-disaggregated data annually on:

- Workforce composition (recruitment, promotions, departures);
- Salaries and pay gaps;

- Participation in training and professional development programs.

Indicators will be defined to track progress and identify areas for improvement.

An Annual Gender Equality Monitoring Report will be produced starting from 2025.

7. Communication

The development of internal communication on gender equality will be a progressive task at Vmicro SAS:

- Individual discussions about gender equality will be included in annual employee reviews;
- Collective communication and awareness-raising sessions will be organized at least once a year.

A communication strategy will be progressively formalized as the team grows, with the aim to foster a shared commitment to an inclusive working environment.

8. Actions and Key Priority Areas

The GEP focuses on the following priority areas:

- Work-life balance and a gender-sensitive organizational culture;
- Gender balance in leadership and decision-making roles;
- Equal opportunities in recruitment, career advancement, and retention;
- Integration of gender analysis into research activities where relevant;
- Prevention of gender-based violence, including mechanisms for reporting and responding to harassment.

9. Targets and Key Performance Indicators (KPIs)

Vmicro SAS has defined the following targets:

- **Target 1: Work-Life Balance**
Introduce at least one flexible working arrangement (e.g., remote work policy) by the end of 2025.
- **Target 2: Gender Balance in Leadership**
Ensure at least 30% of leadership positions are held by women by 2027.
- **Target 3: Inclusive Recruitment**
Ensure 100% of job postings use gender-neutral language and shortlist at least one female candidate per hiring process where possible.
- **Target 4: Training and Awareness**
Organize at least two training sessions per year on gender equality and unconscious bias starting from 2025.

- **Target 5: Gender Dimension in Research**
Integrate gender analysis into 100% of new research and innovation projects from 2025 onward.
- **Target 6: Prevention Mechanism**
Implement a formal internal reporting procedure for harassment by mid-2025 and ensure that all employees are informed.
- **Target 7: Annual Monitoring**
Publish an annual Gender Equality Monitoring Report to assess and update the GEP.

10. Monitoring and Evaluation System

Vmicro SAS will establish a simple yet effective monitoring system:

- Annual data collection on workforce statistics and gender indicators;
- Annual report summarizing progress and highlighting achievements and areas for improvement;
- Presentation of findings to management for review and decision-making;
- Regular update of actions and targets based on monitoring outcomes.

This continuous monitoring will allow us to adjust our Gender Equality Plan as the company evolves and grows.

11. Conclusion

Through this Gender Equality Plan, Vmicro SAS sets out a clear framework to foster an inclusive, respectful, and diverse workplace.

We firmly believe that gender equality is a pillar of innovation and sustainable success. This plan marks the beginning of a long-term commitment to making Vmicro SAS a truly inclusive organization as we grow.

Benjamin Walter
Président



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