

SPARK CLEANTECH

Gender Equality Plan

2026 – 2027

1. Why this plan

Spark Cleantech is growing fast, and most of our hiring is concentrated on engineering roles. This mirrors a challenge shared across our industry: women make up roughly 20% of the energy sector workforce, and even in renewable energy (the subsegment closest to our own activity) they represent only around 35%.¹

Within Spark Cleantech, women currently represent 22% of the workforce. Representation varies across levels of seniority, with certain groups (such as interns and CIFRE doctoral researchers) serving as key pipelines into our technical teams, and representation thinning out at more senior levels. A detailed breakdown by level is tracked internally by the Gender Equality referent (see Section 3) and is not disclosed here given the small size of some groups.

As a first concrete step, we have begun formalising salary grids and career progression frameworks (defining salary ranges, must-have criteria and technical expectations at each level) so that career growth is equitable and transparent regardless of gender.

2. Governance and publication

This plan is a formal document, reviewed and signed by Spark Cleantech's management. It will be published on careers.spark-cleantech.eu and reviewed and republished on an annual basis.

Roles and bodies

Role / body	Mandate	Status
Gender Equality referent — Antoine Tierfoin, Chief of Staff	Coordinates the plan, reviews workforce data, co-leads awareness initiatives	In place
Social and Economic Committee (CSE)	Statutory consultation on the professional equality index, salary monitoring via the BDESE, and prevention actions	Members to be elected, September 2026
Harassment referent	Trained contact point for reporting and handling harassment concerns	To be appointed within the CSE, Q4 2026

Awareness initiatives will be coordinated jointly by the Gender Equality referent and the CSE once elected.

¹ Source: European Economic and Social Committee (EESC), December 2023 — Women still underrepresented in the green and digital sectors.

3. Data collection and monitoring

Spark Cleantech has established an annual, sex/gender-disaggregated workforce report, reviewed by the Gender Equality referent. The baseline set out in Section 1 (overall composition and the breakdown by level) will be updated every year and used to track whether the gap is narrowing, stable, or widening at each stage of the career path.

4. Training and awareness

An unconscious-bias awareness session is planned for the company offsite in March 2027. Priority will be given to those most involved in hiring and career progression decisions such as leads and founders with the exact participant list still to be confirmed.

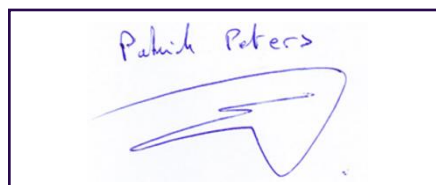
5. Broader commitments

Beyond these four foundations, Spark Cleantech intends to progressively address the following areas as the plan matures:

- Work-life balance: flexible working arrangements and support for staff returning from parental leave.
- Leadership and decision-making: closing the gap in representation of women among leads over time.
- Recruitment and career progression: the salary grid and progression framework already underway, extended to hiring practices.
- Gender dimension in our work: considering gender-relevant factors in product and technical decisions where applicable.
- Prevention of harassment: a clear reporting channel via the future harassment referent, with support for anyone raising a concern.

6. Approval

This plan has been reviewed and approved by Spark Cleantech's management.



Patrick Peters, CEO