



GENDER EQUALITY PLAN (GEP)

BLUEPRINT ENERGY SOLUTIONS

FEBRUARY 2025

EXPOSÉ

The GEP of Blueprint Energy Solutions GmbH is designed to promote a workplace culture that values inclusivity, diversity, and equal opportunities for all employees, regardless of gender. This document outlines the company's strategic goals, principles, and actions to foster gender equality in all areas of its operations.

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A handwritten signature in blue ink, appearing to read 'Elena Boskov-Kovacs', is written over a thin horizontal line.

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ABOUT BLUEPRINT ENERGY SOLUTIONS GMBH

Blueprint Energy Solutions GmbH, a female-founded and managed small-size SME, with a female CEO, was founded in 2016 in Vienna, Austria. We assist clients throughout Europe in the implementation and optimization of business capabilities related to people, processes, and technology. Driving innovation in the energy sector, we offer engineering and ICT services focused on business processes, software, and infrastructure. Our diverse team possesses expertise in digitalization, real-time systems design, ICT consulting, and regulatory and market analysis. Recognizing the importance of gender diversity in driving innovation and excellence in the energy sector, we are dedicated to embedding gender equality into our corporate culture and operations.

GENDER EQUALITY PLAN BACKGROUND

Gender equality is a fundamental value of Blueprint Energy Solutions and is embedded in our day-to-day work. The development of this GEP is based on the recognition of gender disparities in the energy and technology sectors. Despite industry-wide progress, challenges such as unequal career progression, gender imbalances in leadership roles and unconscious biases still exist. This plan describes the approach for addressing these issues and ensuring equal opportunities for all employees. Our approach is regularly evaluated and is integrating best practices from leading institutions and aligning with EU and national regulations and recommendations on gender equality.

GENDER EQUALITY PLAN PRINCIPLES

Blueprint Energy Solutions' GEP is based on key principles that promote an inclusive and equitable work environment. These principles include transparency in recruitment and career advancement, active measures to combat gender-based unequal treatment, and a commitment to a balanced work-life culture. Furthermore, we recognize the importance of continuous learning and improvement, ensuring that our gender equality efforts are assessed and adapted based on measurable outcomes. Collaboration and accountability are central to our GEP, with all employees encouraged to contribute to an inclusive company culture.

To effectively implement this GEP, we commit to dedicating human resources, including the appointment of a Gender Equality Officer, who will be responsible for coordinating gender equality initiatives, monitoring progress, supporting training, policy development and continuous improvement.

STRATEGIC OBJECTIVES AND ACTION PLAN FOR GENDER EQUALITY

Following the European Institute for Gender Equality's recommendations¹, our approach to gender equality is structured around the following strategic objectives:

- **Enhancing Gender Equality in Recruitment, Career Progression, and Decision-Making:** Ensure equal opportunities for all genders in hiring, promotions, and leadership roles. Conduct regular analysis to monitor workforce diversity and pay equity, ensure unbiased recruitment practices and encourage applications from underrepresented genders.

¹ <https://eige.europa.eu/>

- **Raising Awareness and Preventing Gender-Based Discrimination and Violence:** Cultivate a workplace culture that actively opposes discrimination and supports gender equality. Regular awareness-raising sessions will be organized on gender equality to foster an inclusive and respectful environment. We maintain clear policies prohibiting all forms of gender based violence, provide confidential reporting channels, and ensure timely and fair responses to any complaints.
- **Promoting Work-Life Balance with Consideration of Personal Circumstances:** Support employees in balancing professional and personal responsibilities, acknowledging diverse needs.
- **Integrating Gender Dimensions into Official Documents, Publications, and Research Activities:** Ensure that organizational outputs reflect our commitment to gender equality. Revise internal policies and documents regularly to reflect gender-inclusive language and principles, ensuring the integration of gender perspectives in company publications.

DRIVING GENDER EQUALITY: OUR GEP IN PRACTICE

We, at Blueprint Energy Solutions, foster a culture of gender equality and balance through our two-year Gender Equality Plan (GEP), updated annually.

We acknowledge that integration of the gender dimension into technology and energy market consulting as well as research and innovation content is a requirement by default, however Blueprint has undertaken specific actions addressing gender dimension as part of all activities. Blueprint aims to have female staff members participating in, and ultimately leading, 50% of its commercial and non-commercial projects involving development, research, education, commercial, and expert group activities.

We are committed to evidence-based gender equality efforts, achieved through regular monitoring and data collection. To this end, several actions will be taken. We will annually collect and maintain sex/gender-disaggregated data on all personnel. This information will include job roles, participation in projects, and leadership positions. We will also define and track several key gender equality indicators, including the percentage of women and men in each job category and leadership roles, the distribution of contract types by gender, and the percentage of projects led or co-led by women. These indicators will be reviewed and analyzed annually, and an annual gender equality report will be published to summarize our progress and outline planned actions for the following year.

Since 2021, Blueprint's CEO, Elena Boskov-Kovacs, and our Head of Research and Innovation, Dr. Christine Gritsch, have been permanent members of the Global Women's Network for the Energy Transition (GWN²), an international non-profit organization founded in 2017 under Austrian Law. GWN's mission is to empower women in the energy sector through interdisciplinary networking, advocacy, training, coaching, and mentorship.

In addition, in November 2021, Blueprint took part in the online event "Energy transition is female,"³ in Austria under the umbrella of FFG – Austrian Development Agency.

² <https://www.globalwomennet.org/>

³ <https://dialog.ourpower.coop/frauenpower/>

We believe that gender equality is not only a matter of fairness but also a key driver of innovation. Our commitment to Gender Equality Plans (GEP) began with the X-flex project (2019-2023), which marked our first active focus on GEP in research and included female leadership, participation in networking activities, and the development of a female ICT expert for future R&I project management. This commitment continues, with women leading three of our current projects: BEGONIA, DEDALUS, and ENPOWER. Our female Head of Research and Innovation recently presented at DEDALUSEU and will represent our team at the STS Conference Graz, highlighting the crucial link between incorporating social science perspectives, engaging end-users, and achieving better outcomes in the development of flexibility marketplaces and energy community tools within the context of the ENPOWER project. By embracing diverse leadership and perspectives, we are fostering a more innovative and effective organization.

MISSION INNOVATION AUSTRIA

Blueprint actively participated in Mission Innovation Austria, an initiative of the Austrian Federal Ministry of Transport, Innovation and Technology (BMVIT) that prioritizes gender equality. In 2019, the company hosted a panel discussion for Austrian stakeholders on "How future innovation processes will look like."



The company also worked on a project for Austrian Research Promotion Agency (FFG) - Promotion of sector-linked energy communities' study on Digitization and automation. <https://projekte.ffg.at/projekt/386332>