

GENDER EQUALITY PLAN

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PREAMBLE

Employees are the most important capital of any company, especially in times of immense international competition. This is all the more true for a research and technology organisation that assumes a prominent role on the international innovation stage.

Key management tasks include strategically bundling corporate knowledge, channelling know-how into specific research domains and technology markets in a targeted manner and developing scientific personnel with an eye to the future. A successful R&D company must therefore offer employees an inspiring working environment: This can be achieved with a culture of openness, diversity and appreciation as well as with motivational career development opportunities.

Innovations thrive on different approaches, multiple problem-solving perspectives, diverse personal characteristics or a wide range of nationalities. Decisive impulses for this are diverse teams with employees from different cultural backgrounds, age groups and generations, their different attitudes or the equal recognition and promotion of all genders.

Aware of the fundamental importance of an open gender culture for scientific excellence, the AIT Austrian Institute of Technology pursues a comprehensive strategy to support diverse thought patterns and approaches so that different scientific and social skills from different educational contexts and gender-role-specific competences can develop optimally in the interest of the company's mission. This makes it easier to cope with the diverse challenges our society is facing.

AIT GENDER STRATEGY

With the AIT Gender Strategy, the AIT aims to increase the proportion of women in science and research both broadly in society and within the organisation itself, as well as to raise understanding of gender issues among project partners. It is essential to establish fairness across all genders in careers, to sensitise the public to this highly relevant societal topic and to further improve the professional situation of women in everyday life in science. AIT aims to be a pioneer in all areas of diversity and to establish corresponding mechanisms.

With the AIT Gender Strategy, the AIT has set its sights on five key goals:

1. Contributing added value to AIT's core business
 - Contributing to ensuring a competent next generation of personnel
 - Strengthening creativity, innovative strength and problem-solving competence through diversity
 - Contributing to the creation of an open culture of cooperation built on trust
2. Contributing to AIT's brand development as a company with high corporate social responsibility (CSR) standards
3. Sustainable fulfilment of the specific performance targets of the owners, the Federal Ministry for Climate Protection, Environment, Energy, Mobility, Innovation and Technology (BMIMI) and the Association for the Promotion of Research and Innovation of the Federation of Austrian Industries (VFFI) with improved innovation dynamics
4. Setting an example for other companies in the Austrian economy by making the AIT Gender Programme available to other companies as an exemplary "blueprint" for the implementation of gender-related measures
5. Contributing to changing the work culture in Austria and incentivising young and highly talented women to pursue careers in STEM fields (i.e. mathematics, computer science, natural and engineering sciences and technology) through a comprehensive approach toward gender.

The AIT Gender Strategy is published as part of the current AIT Strategy on the intranet and can be viewed by all employees at any time. It is the basis for the AIT Gender Equality Plan.

In 2020, the AIT gender equality measures programme was awarded the **equalitA** seal of approval for the internal promotion of women by the Federal Ministry for Digital and Economic Affairs (see [4.4](#)). In 2023, AIT was awarded the equalitA seal of quality for another three years.

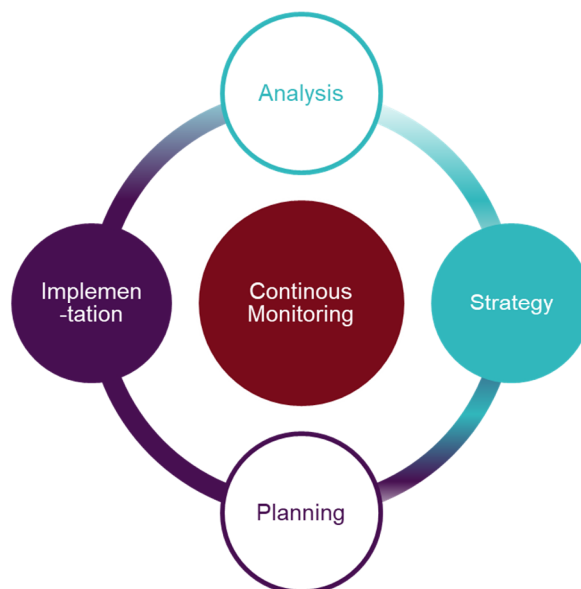
AIT GENDER EQUALITY PLAN

1 OBJECTIVES OF THE AIT GENDER EQUALITY PLAN

- Implementation of structures, institutions and working groups for ongoing discussion and ensuring a permanent gender discourse in the company
- Sustainable provision of resources for gender equality measures in the company
- Increasing the proportion of women in the company through recruiting, personnel development and the provision of adequate work-life balance
- Supporting an appreciative organisational and communication culture through clear positioning and messages to market competitors externally and to all employees internally
- Contributing to gender-sensitive research projects by providing documents and tools for AIT management and staff
- Establishment of equality in the context of an extended and comprehensive view of diversity

2 PROCESS

An iterative process was established to implement the AIT gender strategy and gender equality measures.



This process ensures that:

- the AIT gender strategy is based on quantitative and qualitative analyses,
- equality-oriented goals are formulated in a participatory process,
- measures and instruments derived from these are implemented,
- the efficiency of the instruments and the level of goal achievement are regularly evaluated,
- deviation and cause analyses are developed and
- the results of this evaluation are communicated transparently to the organisation and its employees.

3 PARTICIPATORY ANCHORING

For an effective and continuous implementation of gender equality measures, institutions are implemented that involve the different hierarchical levels and employee groups in the development of gender activities.

3.1 Gender Office

The Gender & Diversity Office is the central point of contact at AIT for all genders, diversity and inclusion topics. It drives the ongoing development of the concept, derives corresponding goals and activities, implements them, and represents AIT externally.

3.2 AIT Gender Mentorship

There is an ambassador and mediator for within the research centers for topics related to gender and diversity. The AIT Gender Mentorship contribute to creating a work culture where diversity is understood, lived, and enriches the work environment. The ambassador and mentor advise center offices on the practical implementation of the equality plan in the centers.

3.3 AIT Gender Task Force

The AIT Gender Task Force acts as a sounding board for the Gender Office and AIT management. The Gender Task Force ensures broad communication of gender activities and measures within the organization and serves as an important source of information for defining specific gender measures. The Gender Task Force consists of:

- Gender Office
- Gender Mentorship
- Gender Confidant
- Representatives of all corporate divisions from different hierarchical levels
- Head of Human Resources & Social Services
- Chairperson of the works council
- Representative from Corporate and Marketing Communications
- Representatives of the AIT subsidiaries

3.4 AIT Gender Confidant

An authority on gender and diversity topics at AIT. The contact person for confidential gender and diversity concerns (such as sexual harassment, discrimination, bullying, etc.) Gender & Diversity Works Council Working Group.

3.5 Gender and Diversity Works Council Working Group

The Gender & Diversity Working Group of the AIT Works Council meets every six months, or more frequently, if necessary, to discuss gender and diversity issues, address internal issues and initiate any necessary measures. Based on this, the working group contributes to the formulation of gender measures and is thus an important source of information on gender and diversity-related concerns of the staff.

3.6 AIT Gender Inbox and Incident Reporting

All employees should have a simple and easily accessible opportunity to speak out on gender issues. Two structures were implemented for this purpose:

- AIT Gender email inbox: Supervision is provided by the Gender Office
- AIT Incident Reporting Platform (Whistle Blowing): The platform enables the submission of anonymous suggestions and/or complaints

4 CONTINUOUS MONITORING

The definition of the objectives of the AIT gender programme, as well as the evaluation of the effectiveness of the measures, are carried out through continuous monitoring by means of various instruments and defined indicators.

4.1 AIT Gender Monitor

The AIT Gender Monitor is compiled annually (since 2017) and published on the intranet, where it is accessible to all employees. It provides the AIT with a useful source of data over time. In addition to the standard parameters, event-related evaluations and analyses are also carried out as required.

Currently, key figures are collected on the following aspects:

4.1.1 Recruiting

- Ratio of female applications to recruitment of female employees
- Proportion of women among young scientists (PhD positions)
- Proportion of female interns

4.1.2 Career development

- Proportion of women by occupation (Science, Research Engineering, Expert Advice, Technical Services, Support, Management)
- Share of women by occupational level (junior, mid-level, senior, management)
- Female project leaders indicator: Proportion of female scientific project leaders to proportion of female scientists
- Leaky pipeline: Development of the proportion of women across the hierarchy levels

4.1.3 Reconciliation of professional and private life

- Career development and employment levels of all employee groups
- Use of (parental) leave option across all employee groups

4.1.4 Training courses

Participation rate in training on gender in the context of diversity

4.2 Work Environment Survey

The Work Environment survey consists of a legally required portion analysing psychosocial stress in the workplace¹ and AIT-specific portions on aspects of working and leadership at AIT, as well as a focus on gender and diversity. The survey is conducted every two years (since 2016), and in a company-wide process, mandatory measures are to be derived and implemented at the level of the organisational units and reported to the management and Head of Recruiting & HR Development. The results of the employee surveys are available to all employees on the intranet.

4.3 Gender Pay Gap

The Federal Income Report² is collected every 2 years, as required by law, and shows the income differences between women and men. In this way, the median values of the total remuneration are calculated and a comparison made between each remuneration group.

¹

https://www.arbeitsinspektion.gv.at/Gesundheit_im_Betrieb/psychische_Belastungen/Arbeitsplatzevaluierung_psychischer_Belastungen.html

² [Einkommensbericht 2024 gemäß § 6a B-GIBG – Öffentlicher Dienst](#)

Continuous monitoring allows current developments to be taken into account and integrated into the measures of the AIT Gender Equality Plan. For more detailed information, please contact the AIT works council.

4.4 equalitA seal of quality

In 2020, the AIT Equality Measures Programme received the seal of approval **equalitA**³ for in-house women's advancement from the Federal Ministry for Digital and Economic Affairs for the first time. In 2023, AIT was awarded the equalitA seal of quality for another three years.

The equalitA seal of quality is awarded to companies:

- that promote women within the company,
- that ensure gender equality within the company,
- that promote women's careers and make them visible, thus supporting professional equality of all genders both within their own company and beyond.

5 RESOURCES AND BUDGET

The organisation provides the gender representative and the Gender Office with an annual budget based on the action plan as well as the necessary resources (personnel resources, space and material expenses). In addition, the staff members nominated for the various institutions and working groups are enabled to participate in the associated meetings and activities (e.g. training courses, information events).

6 MEASURES OF THE GENDER EQUALITY PLAN

The measures of the equality plan include the ongoing measures implemented in the organization in previous years ([6.1](#) Measures implemented and ongoing) as well as the measures currently being implemented ([6.2](#) Measures to be implemented 2024-2025).

The measures of the gender equality plan are accessible on the intranet and include details on the individual measures and, in particular, information on the institutions, units and/or groups of people responsible for implementation. This form of presentation provides clarity regarding responsibilities and gives employees the opportunity to actively demand implementation from those responsible.

6.1 Measures implemented and ongoing

In 2024, a new gender mainstreaming concept with six areas of action was developed, aiming to ensure equal opportunities for everyone in the company.

Area of Action

6.1.1 STEM young talent

Goals:

- Early stimulation of interest in STEM subjects and research
- Early awareness of AIT among young female talents
- Networking with schools and universities to pave the way for girls and young women into STEM careers and attract them to AIT, e.g., through Daughter's Day, practical school days, SHEgoesDigital, MINTality, or student employees.

6.1.2 Recruiting

Goals:

- Targeted recruitment of female talents
- Promoting AIT as an employer with that promotes equal opportunities and a gender mainstreaming culture

³ [equalitA](#)

- Gender-sensitive recruiting process: including gender-appropriate language and imagery in job postings; elimination of recruiting biases aspects
- Striving for gender balance in short/long lists

A targeted approach to addressing female scientists through a gender-sensitive recruiting process. This includes, through appropriate language in word and image and imagery, training of the recruiting team, and planning for senior and leadership positions with the goal of gender equality in professional development potential.

The goals of the concept are also reflected in the internal guidelines:

RL30-AIT Code of Conduct details the self-image of the AIT Austrian Institute of Technology GmbH as an organisation in which equal opportunities, fairness, communicative openness, empowerment and committed participation in the design of processes and structures is essential.

The corporate strategy of the AIT Austrian Institute of Technology GmbH defines corresponding measures for equal rights and the promotion of women at the AIT. Accordingly, job advertisements for management positions are published on the AIT Job board (both internally and externally). In the spirit of gender equality, women are expressly invited to apply. Benchmarks for management with regard to sustainable career development of women are:

- Gender balance in leadership and decision-making
- Integration of the gender dimension in research, science, and education in technological/STEM fields
- Enabling the compatibility of professional and private life
- Development and enforcement of measures against sexual and professional harassment

Efforts continue to increase the proportion of qualified female applicants for vacancies at all hierarchical levels through:

- **Gender-sensitive Employer Branding:** The company presents itself as a diverse company with excellent researchers (brand essence, corporate image internally and externally, <https://www.ait.ac.at/karriere/diversity>).
- Women researchers are promoted as **role models**, with a focus on positioning themselves as experts in their fields. Job advertisements are designed in a gender-sensitive way.
- **Internships** for schoolgirls and female students. Female interns are included in the AIT talent pool and targeted for future positions (e.g. for Master's theses, PhD positions).
- **Targeted approach to women** - the AIT presents itself as an attractive employer and in doing so specifically addresses women (for example by being present at specifically women-oriented professional events).
- **Balanced selection process** - Structured interview forms and assessment according to criteria based on requirement profiles which apply equally to all genders, participation of women in the selection process. For hearings (for senior and management positions), the commission is composed of assessors.

6.1.3 Development and Career

Goals:

- Retain and develop female talents and female leaders at AIT
- Expand development offerings with a focus on gender and diversity

"Efforts are being made to develop female talents and female leaders, for example, by expanding training offerings with a focus on gender and diversity."

Other projects aimed at promoting equal opportunities include:

- **AIT Female Leadership Programme:** First-time implementation of a development programme for female junior executives or project managers to promote career

development, training of special leadership competences and personal competence determination in relation to leadership and project management. Through the involvement of managers and targeted communication, awareness of management culture is raised at the AIT and, as a result, a contribution is made to changing the organisational culture

- **Development reviews:** Development discussions are based on the regulations of the collective agreement on research and must be held annually. They are recorded uniformly; the content is the achievement of results as well as specific quality criteria and the agreement of qualification measures. The consideration of leaves of absence is regulated.
- **AIT Women's Network:** This network is led by a core team and provides networking for all women at AIT on a formal level (knowledge transfer and training opportunities) as well as an informal level. The Gender Office provides organisational support for the activities of the women's network on the basis of an activity plan.

6.1.4 Family-Friendly Company

Goal:

- Establishing a package of offerings for women and men to harmonize private life and work.

High flexibility in terms of time management and home office contribute to better compatibility of work and family. A modern parental leave management system, which is already implemented, further supports this.

The following measures are intended to contribute to a better work-life balance:

- **Parental leave:** Special regulation recorded in the collective research agreement
- **"Daddy Weeks":** The possibility of two weeks' leave for fathers on the birth of a child is ensured in a company agreement.
- Support for **paternity leave** and **part-time leave for fathers** are anchored in a company agreement.
- **Childcare offered** at the main site in Vienna in cooperation with neighboring company (Siemens AG Austria) as well as holiday camps for children.
- **Flexible (part-time) working models:** Possibility to arrange flexible working time adapted to individual needs in terms of extent and location as well as flexibility of the place of work (**Teleworking**).

6.1.5 Culture and Communication

Goals:

- Development and adherence to internal gender mainstreaming cultural and organizational values, policies, and behavioral principles
- Raising awareness for gender-oriented actions through appropriate communication, networks, and interest groups

Gender equality, respect and empowerment are at the heart of our corporate understanding and are accordingly enshrined in our in-house quality guidelines RL30-AIT AIT Code of Conduct and RL31-AIT AIT Code of Leadership.

Gender and diversity issues are part of corporate communication:

- o **Internal gender information platform for effective and transparent communication of AIT gender activities** to AIT staff has been realized. The topics include gender strategy, gender action plan, functions of gender representatives and related institutions as well as announcements and reports on all activities (events, network meetings, ...), rounded off by FAQs⁴.
- o The **use of gender-equitable language in internal and external communication** is anchored in a binding corporate guideline. Gender-sensitive language and image selection is quality assured by Corporate Communications.
- o **Clear rules for dealing with sexual harassment as well as bullying, bossing and staffing** in the workplace and in business relationships are enshrined in the QM system RL30-AIT AIT Code of Conduct and communicated separate company-wide in brochures⁵.
- o **"Women in Research" is dedicated as a separate major communication focus for the top achievements and fields of work of our female experts.** External and internal public relations work go hand in hand here to offer women more space and a stage.
- o **Mandatory training** on the topic of equality, gender & diversity for managers and staff. The focus is on the legal framework and practice, the implementation of gender and diversity perspectives in management practice, self-reflection with regards to one's own role and dealing with "unconscious (gender) bias". The trainings are carried out by specialists.

Gendertraining

Goals:

- Promotion of a gender-sensitive work culture
- Mandatory further training on equality, gender and diversity for managers and employees. The focus is on legal frameworks and practices, the implementation of gender and diversity perspectives in management practice, self-reflection on one's own role and dealing with unconscious (gender) bias. The training courses are conducted by specialists.
- Seminars offered at AIT are reviewed and adapted to include gender-relevant topics.

6.1.6 Target Figures and Monitoring

Goal:

- To support the management processes, appropriate target figures per organizational unit are developed based on relevant market benchmarks. Building on this, regular monitoring and review of progress are conducted.

Regular measurement and review of female quotas in centers to achieve set defined goals

Introduction of dynamics in the topic of gender/diversity, as well as a **proactive culture** to improve the status quo

Support for leaders in monitoring and achieving the desired target figures

6.1.7 Integration of gender dimensions in research

Goals:

⁴ FAQs on gender issues

⁵ AIT QM Document RL30-MD01-AIT "Dealing with sexual harassment", AIT QM Document RL30-MD02-AIT "Dealing with bullying"

Integration of gender dimensions in the conception, execution and results of research projects

The integration of gender dimensions is now an obligatory part of European and national research funding schemes. The inclusion of gender dimensions in research and innovation content promotes the development of new ideas, continuously eliminates gender bias and increasingly integrates societal needs.

- **A guide for inclusive language** has been created and is regularly updated to support the use of gender-sensitive language.⁶
- **Consideration of gender and diversity aspects in AIT research topics:** for example: Molecular Diagnostics (Diabetes), Clinical Diagnostics & Therapy Support (Cardiovascular Diagnostics), Innovation Systems & Digitalisation, Innovation Policy & Transformation (Transformative Governance), Experience Business Transformation (Capturing Experience), Cyber Security (Cyber Situational Awareness), Data Science for Public Security (E-Commerce), Integrated Energy Systems (Energy markets - flexibility for markets and networks), Urban Resilience & Transformation, Integrated Mobility Systems (Design of Responsive Mobility Systems).

⁶ AIT document 'Gender Mainstreaming – Guidelines for taking gender issues into account in project proposals'

6.2 Measures to be implemented 2024 - 2025

6.2.1 STEM young talent

Objective: Early Encouragement of Interest in STEM Subjects and Research

Measure	Networking with schools and universities to engage girls and young women through initiatives such as Daughter's Day, career practice school days, SHEgoesDigital, MINTality, or student assistants.
Responsible	Corporate and Marketing Communications, Gender Office, Recruiting & HR Development
Implementation period	ongoing

6.2.2 Recruiting

Objective: Increasing the proportion of qualified female applicants for vacancies at all hierarchical levels

Identification of female potential (external)

Measure	Build a culture of recommendation and expand contact with external (women's) networks
Responsible	Head of Recruitin & HR Development, Management
Implementation period	ongoing

Increasing the proportion of women in middle and senior project management and leadership positions

Measure	Evaluation of the current measures and definition of suitable measures
Responsible	Executive Board, Management, Gender Office
Implementation period	ongoing

6.2.3 Career development

Objective: Targeted promotion of women at the AIT

AIT Female Leadership Development Programme

Measure	Implementation of the development programme for women leaders
Responsible	Executive Board, Management, Head of Recruiting & HR Development Gender Office, Corporate and Marketing Communications
Implementation period	2024 - 2025

6.2.4 Family-Friendly Company

Objective: Promotion of Paternal Leave

Measure	Father Exchange Meetings
Responsible	Works Council
Implementation period	ongoing

6.2.5 Culture and Communication

Objective: diversity-oriented organization and breaking down stereotypical roles

Development “Diversity being an internal and external value of the organisation”

Measure	Workshops on broadening in the sense of a multidimensional view of diversity; communication on diversity, development of best practices (e.g. projects with mixed teams)
Responsible	Gender Office, Corporate and Marketing Communications
Implementation period	ongoing

Gendertraining

Mandatory further training on the topic of equality, gender & diversity

Measure	Evaluation and update of current gender & diversity trainings, conception of a follow-up training for management, employees who have already completed the AIT Gender & Diversity Training
Responsible	Management, Gender Office, Head of Recruiting & HR Development
Implementation period	ongoing

Focus on Communication "Women in Research"

Measure	External and Internal Public Relations to Showcase the Achievements and Fields of Work of AIT Female Experts
Responsible	Corporate Marketing Communications, Gender Office
Implementation period	ongoing

Focus on Communication „Women in Research”

Measure	External and Internal Public Relations to Showcase the Achievements and Fields of Work of AIT Female Experts
Responsible	Corporate and Marketing Communications, Gender Office
Implementation period	ongoing

Activities of AIT Women's Network

Measure	Networking events/Trainings/Workshops according to thematic core topics
Responsible	Core team of the AIT Women's Network, Gender Office
Implementation period	ongoing

Guide to inclusive language

Measure	Creating and Continuously Updating a Guide to Inclusive Language
Responsible	Gender Office, Grant Application Experts
Implementation period	ongoing

6.2.5.1 Network DEIB

Network with Other DEIB Experts for Experience and Knowledge Exchange and Promote Collaboration with Relevant Companies

Exchange with international organisations

Measure	Exchange, international observations
Responsible	Gender Office
Implementation period	ongoing

6.2.6 Monitoring of target figures

Measure	Annual discussions between management and Recruiting & HR Development/Gender office to analyse the Leaky Pipeline per organization unit and to derive suitable targets and measures
Responsible	Management, Head of Recruiting & HR Development, Gender Office
Implementation period	ongoing

6.2.7 Integration of gender dimensions into research

Identification of advanced research potential through diversity

Measure	Selected AIT research topics are analysed and discussed from a diversity perspective.
Responsible	Gender Office, Grant Application Experts
Implementation period	ongoing

7 REFERENCES

The documents listed are available on the AIT intranet.

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