

Gender Equality Strategy 2023-2024

We, at MindRove, are committed to promote and ensure equal opportunities for all employees, regardless of gender or background, and creating an inclusive, diverse work environment where innovation and productivity can flourish. As a technology startup, MindRove finds it important to implement a comprehensive gender equality strategy, besides complying with all relevant EU and national regulations, at an early stage in the company's life, to counteract the imbalance of gender distribution in the field. Following are the objectives of MindRove's gender equality strategy for the year 2023 and 2024.

1. Unbiased Recruitment Process:

- Inclusivity starts at recruitment: we strive to have a diverse workforce that includes men and women from different backgrounds.
- This can be achieved by implementing **bias-free recruitment processes** and **actively seeking out a diverse pool of candidates**,
- ensuring that **the company's job descriptions and selection criteria are inclusive and free from gender biases** and,
- **involving diverse team members in the recruitment and selection process** to ensure fairness and objectivity.

To ensure that our job descriptions and selection criteria are inclusive and free from gender biases at MindRove Kft, we conduct a thorough review of all job postings before publishing them. We use gender-neutral language in our job descriptions, avoiding words or phrases that could be interpreted as biased towards one gender. To ensure fairness and objectivity in the recruitment and selection process, we involve diverse team members in these activities. This may include members of different departments, as well as employees from different backgrounds and with different levels of experience. We also use a range of assessment tools to evaluate candidates based on their skills, qualifications, and experience, avoiding any subjective or biased criteria. Finally, we will ensure that all candidates receive equal treatment throughout the recruitment process, regardless of their gender or any other characteristic.

2. Increasing Awareness:

- It is important for all employees to **be aware of gender biases, stereotypes and discrimination in the workplace**. The following steps can be taken to ensure this:
- developing and distributing **training materials that promote gender equality and inclusivity in the workplace**, and
- **encouraging open discussions** about gender equality and inclusivity in team meetings and company events.

To ensure that all employees are aware of gender biases, stereotypes, and discrimination in the workplace, MindRove distributes training materials yearly that promote gender equality and inclusivity. MindRove encourages open communication about gender equality and inclusivity. These discussions can be facilitated by a designated employee or an outside consultant to ensure that all voices are heard and that the discussions remain respectful and productive. By taking these steps, MindRove attempts to create a workplace culture that is aware of and actively working to address gender biases and discrimination.

3. Monitoring and Metrics

- To **assess the current state of gender balance** of the company, and
- to **monitor the efficiency of the steps taken** in the framework of this gender equality strategy,
- **metrics must be identified** that are indicative of progress.

MindRove gathers data regarding the distribution of gender in the company, number of women applicants and hires, percentage of women in leadership positions and conducts employee surveys to assess their satisfaction with the company's inclusivity policies and practices. The collected data will serve to identify areas that need improvement and to find appropriate corrective measures to address these concerns. Emphases will be placed on collecting sex-disaggregated data.

4. Regularly Review and Assess Progress

- It's important to **regularly review and assess progress towards gender equality goals**.

- This will help to **identify areas where we can improve and adjust our strategy accordingly.**

MindRove is committed to regularly review and assess the progress that has been made towards gender equality. Yearly comparative assessments are conducted, based on the monitored metrics, to receive an overview of the evolution of gender balance and inclusivity in the company. By regularly reviewing and assessing progress towards gender equality goals MindRove hopes to convey its commitment to promoting gender equality and to attract and retain top talent.