

CITYDOCK GENDER EQUALITY PLAN

Our organization reaffirms its deep commitment to the principle of promoting gender equality, a fundamental principle that underpins our values. We believe that gender equality is essential not only for the creation of a safe and healthy working environment, but also for the long-term sustainable development and success of the organization. By respecting and promoting diversity, we ensure that every employee, regardless of gender, has equal access to opportunities and may meaningfully contribute to the realization of our shared goals.

In accordance with domestic and international legislation on gender equality as well as our internal politics, we are obligated to create and support an inclusive work environment free from any type of discrimination. Gender equality is not just an ethical goal; it is also a strategic necessity for attracting and retaining a varied talent pool, hence enhancing organizational performance and innovation. In line with our gender equality plan, we pledge to support equal opportunities, encourage career development in an equitable manner, and actively work to remove all gender-based barriers inside the organization.

We encourage all current and future members of the CityDock team to take advantage of the resources available on the **Gender Equality in Academia and Research (GEAR) tool**.



This platform offers valuable guidance, tools, and best practices for promoting gender equality in the workplace. Whether you're looking to deepen your understanding of gender-related issues or seeking practical strategies for fostering an inclusive environment, the GEAR tool is an excellent resource to support your growth and contribution to our shared

commitment to equality.

Internal data collection and monitoring are conducted regularly, with reporting done at both the company and business area levels, fully respecting the EU General Data Protection Regulation (GDPR). Our data collection infrastructure is well established, providing transparency and support for the implementation of all gender equality principles.

The collected data include the following:

- The percentage share of men and women in the organization.
- The percentage share of men and women in different personnel groups (executive leadership team, top management, middle management, team leaders, researchers).
- The percentage share of international personnel.
- The average age of personnel.
- The percentage share of men and women in different age groups.
- Statistics on equal pay.

This infrastructure allows us to continuously monitor and assess progress toward gender equality goals while ensuring that we meet the highest standards of transparency and fairness.

CityDock is committed to fostering a more inclusive workplace by raising awareness on gender equality and unconscious biases across the organization. Over the next two years, we are planning company-wide training opportunities aimed at providing employees with the tools and skills necessary to recognize and mitigate biases in everyday work processes.

These training sessions will focus on key areas such as:

- **Inclusive recruitment and selection:** Ensuring that our hiring processes are fair and unbiased, enabling us to attract a diverse talent pool.
- **Onboarding:** Promoting an inclusive onboarding experience that makes all new hires feel valued and supported, regardless of gender.

- **Communication:** Developing communication strategies that are free from bias and foster a collaborative, inclusive work environment.

By implementing these training programs, CityDock aims to equip employees with practical skills to identify and reduce unconscious biases, ultimately supporting our ongoing efforts to create a more equitable and diverse workplace.

At CityDock, we actively encourage every employee to prioritize the balance between work and personal life, recognizing that this balance is essential for individual well-being and the long-term success of our organization. We are committed to providing flexible policies, such as remote work options, flexible hours, and support for family responsibilities, ensuring that every team member feels empowered to manage their time and personal obligations effectively. CityDock's organizational culture promotes an inclusive environment where each employee feels valued, and their contributions are recognized, regardless of their role.

CityDock is dedicated to creating a balanced decision-making structure where gender representation is proportional, and diversity is respected. We believe that diverse perspectives contribute to more informed and innovative decision-making, which is why we strive to ensure an equitable distribution of men and women in leadership roles and decision-making processes. We are committed to providing equal opportunities for career advancement and implementing measures to eliminate any barriers that might hinder equal access to leadership positions.

In the recruitment process and career progression, CityDock is firmly committed to providing equal opportunities for all candidates, regardless of gender. We implement transparent and fair selection procedures to ensure that each candidate is objectively assessed based on their skills and qualifications. Additionally, we ensure that training and professional development programs are accessible to all employees, giving them equal chances to advance and succeed in their careers.

CityDock is committed to developing products and services that provide equal and inclusive benefits to all users, regardless of gender. We ensure that the gender dimension is integrated into all our development processes, from design to delivery, ensuring that our solutions are accessible and relevant to a diverse range of users. At every stage of innovation, we strive to eliminate any potential gender-based discrimination and create products that meet the needs of everyone.

CityDock adopts a zero-tolerance policy towards gender-based violence and sexual harassment. We are committed to creating a safe and respectful work environment for all our employees. Any incident of non-compliance or gender-based violence will be taken seriously and investigated promptly. We have implemented a secure and anonymous reporting system for such incidents, and the attached reporting form can be completed by any employee. This form will be directed straight to senior management for an impartial and objective review. Confidentiality is guaranteed, and concrete actions will be taken to protect the safety and rights of all those involved.

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