

16<sup>th</sup> October 2023

## MATSUKO Gender Equality Plan Statement

MATSUKO supports the aims of the [European Union and European Commission to create a gender-inclusive culture](#). The [Gender Equality Plan \(GEP\)](#) demonstrates the commitment to creating a gender-inclusive culture in our organization. This statement will demonstrate MATSUKO's commitment to equality, diversity and inclusion, through the identification of our documents, plans and activities that meet the requirements and which form the GEP.

MATSUKO strives to ensure that all employees, contractors, partners and visitors feel safe, included and supported to be their very best in all that they do. MATSUKO believes it can only be the best it can be, with a high performing and diverse community, where all steps are taken to eliminate prejudice and discrimination. The core values of MATSUKO since its beginning are freedom and responsibility, innovation and collaboration, sincerity and open-mindedness, kindness, and inclusion.

Even though MATSUKO is a deeptech company, the ratio of males versus females is above the average index score when compared to other similar European companies. I am an ambassador of the Slovak's biggest and most active organization that supports girls and women in IT, AjtyvIT. Together with many other employees of MATSUKO we are sharing our experience with young girls as role models to promote more inclusive access to IT studies and tech start-ups.

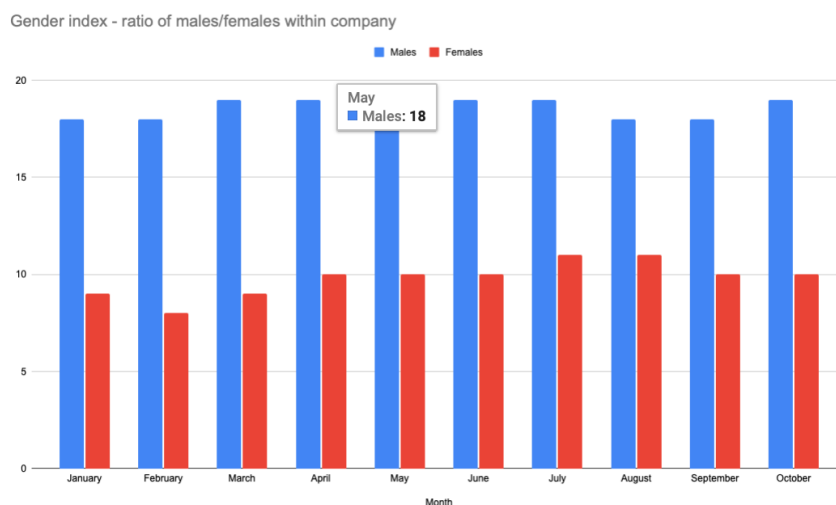


Fig. Gender index >> ratio of males/female within the company


MATSUKO's commitments and plans for gender equality are embedded within a range of action plans. MATSUKO believes that equality, diversity and inclusion is the responsibility of all and as such should be embedded in all that we do. MATSUKO has an Equality, Diversity and Inclusion Steering group (EDISG) that has responsibility for the development, implementation and monitoring of the company's equality, diversity and inclusion strategies, initiatives, and their action plans. The EDISG membership includes key members of staff with responsibilities for equality, diversity and inclusion (EDI) from across the company.

EDISG is led by [MATSUKO CEO Maria Vircikova](#), and Human Resources (HR) provides dedicated administrative support. Members of the EDISG include: Business Operations and HR Manager, [Stefania Puzderova](#), Senior Software Engineer, [Plamena Manolova](#) and Head of Partnerships, [Mariana Kyrova](#).

MATSUKO collects a variety of data on employees. The data collected includes protected characteristics that are used to evaluate progress on our strategies, policies, processes and practices with the aim of identifying barriers and developing action plans to eliminate those barriers. Reports and progress are monitored by MATSUKO's HR department. The key annual reports that review EDI include: Human Resources' Annual report, Equality & Diversity Metrics Report and Gender Pay Gap reports.

All staff receive mandatory EDI training, which must be refreshed periodically. Our training aims to increase awareness and understanding of bias and inequality and develop inclusive behaviors and practice. At MATSUKO we also include EDI training within training for processes such as recruitment because we believe it is important to embed EDI into our practice. HR is continuing to develop a variety of resources and toolkits to support an inclusive environment.

Yours sincerely,

**DocuSigned by:**  
  
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Maria Vircikova, PhD.  
CEO MATSUKO