

## CactuX s.r.o. – GENDER EQUALITY PLAN

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We are building CactuX as a modern and conscious company, caring equally for our commercial as well as ESG impacts. To reach equality going forward, we commit to the following:

- We hire solely based on relevant experience, business and technical background and industry-specific skills. All our job advertisements and communication is strictly gender neutral. When seeking candidates, our aim is to develop a diverse shortlist from the perspective of background, gender, nationality, race or etc.
- We exclude any kind of discrimination (e.g. gender, religion, disability, age, etc). Everyone, of any background, gender, race, religion, etc. is entitled to equal pay and opportunities, fair and transparent evaluation and development.
- Flexible working conditions are enabled where possible with some activities needing on-site presence.
- Maternal/Paternal employment is supported to enable work-life balance.
- Youth support - working closely with students who are offered flexibility to comply with their study commitments. Master thesis support is provided via consultations, reviews, and by enabling practical experience on the topic of their thesis.

On behalf of CactuX, Executive director Jakub Šalplacha

