

## Gender Equality Plan

### 1. Introduction and Leadership Commitment

The firm **Algostratus** s.r.o. is committed to ensuring equal opportunities for women and men and to fostering a professional, respectful and ethically sound working environment.

Given the nature of our business activities, high professional standards and work with sensitive information, gender equality is an essential principle of our organisational culture and the quality of our practice.

Our commitment is to provide equal access to professional development, business and development management and career advancement for all employees.

This Gender Equality Plan (GEP) has been approved by the firm's management and is publicly available on our website: <http://algostratus.com/gep>.

**Zbynek LoebI (Executive)**

**Date:** 16 September 2026

**E-Signature:** Zbynek LoebI

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### 2. Current Situation (Analysis)

The firm regularly monitors key HR indicators disaggregated by gender.

Due to the specifics of our start-up practice and expected a number of hiring events, we will start the disaggregated analysis monitoring as of 1 March 2027.

| Indicator                   | Women | Men | Notes |
|-----------------------------|-------|-----|-------|
| Total number of employees   | xx    | xx  |       |
| Developers                  | xx    | xx  |       |
| Trainees                    | xx    | xx  |       |
| Team leaders                | xx    | xx  |       |
| New hires (last 12 months)  | xx    | xx  |       |
| Departures (last 12 months) | xx    | xx  |       |

#### Current focus areas:

- Better support for work-life balance in a high-intensity environment
  - Transparent allocation of tasks and development opportunities
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### 3. Main Objectives and Measures (Action Plan)

### **Objective A: Equal Opportunities in Professional Development and Business Leadership**

- Ensure transparent rules for assigning tasks.
- Support professional development through mentoring, training and structured talent development.

### **Objective B: Work-Life Balance**

- Offer flexible working arrangements where compatible with business practice (remote work, flexible hours).
- Provide part-time or adjusted schedules for employees with caregiving responsibilities.
- Support smooth return from parental leave (gradual reintegration, shared task management).

### **Objective C: Fair HR Processes and Transparent Career Progression**

- Conduct regular pay equity reviews (gender pay gap monitoring).
- Ensure transparent criteria for promotions and performance evaluations.

### **Objective D: Support for Parents and Caregivers**

- Offer hybrid or online training options.
  - Enable participation in key meetings via videoconference when appropriate.
  - Support shared case leadership to avoid overburdening individuals.
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## **4. Responsibilities and Monitoring**

### **Responsibilities:**

- **Executive** – Gender Equality Contact Person; responsible for coordination, data collection, training, handling concerns
- **Firm Management** – strategic oversight, approval of measures

### **Monitoring and Evaluation:**

- Annual collection and analysis of gender-disaggregated data
  - Annual progress report to management
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