

GENDER EQUALITY PLAN (GEP)

InuaVerse ApS

CVR: 463 526 61

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1. Top Management Commitment

This Gender Equality Plan (GEP) is formally adopted by the Executive Board of InuaVerse ApS. It constitutes a public governance document available on the company website. The Executive Board is unequivocally committed to advancing systemic gender equality, eliminating structural biases, and allocating the necessary resources to ensure objective recruitment, a sustainable work culture, and inclusive strategic advisory.

2. SAGE Methodology & Mandatory EU Requirements

2.1 SAGE Institutional Self-Assessment & Baseline In accordance with the SAGE methodology, InuaVerse ApS utilizes its strategic advisory body, the Founders Group ("Den Indre Kreds"), as the SAGE Institutional Self-Assessment Team (SISAT). The baseline assessment identified the necessity to counteract the male-dominated technical talent pool of the global gaming industry, the need to explicitly protect Inuit cultural representation from gendered stereotypes, and the imperative to eliminate industry-standard "crunch" culture to support diverse retention.

2.2 Dedicated Resources & Governance

- **Strategic Responsibility:** The statutory Executive Board (Co-CEOs) holds the ultimate legal and strategic responsibility for the company and the GEP.
- **Financial & Commercial:** The Studio Head manages the operational budget (Opex) and is responsible for fully funding GEP initiatives, including outreach and training.
- **Operational Execution:** The Producer enforces the company's work-life balance policies, including the 4-day work week, across daily production and agile teams.

2.3 Data Collection and Monitoring To ensure an evidence-based approach, the SISAT (Founders Group) annually collects and evaluates sex-disaggregated data to monitor :

- Gender distribution in applicant pools versus actual hires during scaling phases.
- Gender representation across production teams, technical Leads, and the advisory Founders Group.
- Salary audits to verify strict adherence to the company's flat, parity-based compensation structure.
- Utilization of work-life balance provisions and absence rates.

2.4 Training and Capacity Building Mandatory capacity-building and unconscious bias training are required for all personnel with recruitment responsibilities and all members of the advisory Founders Group prior to full production scaling (Stage 2).

3. SAGE Gender Equality Action Plan (GEAP)

SAGE Objective 1: To remove barriers to recruitment, retention, and career progression

SAGE Quadrant	SAGE Theme	Issue to be addressed / evidence	Planned Action	Timescale	Person responsible	Measures of success	Assessment of impact
Career Progression	Recruitment	The global gaming industry features a male-dominated technical talent pool, creating an inherent imbalance in passive recruitment bases	Execution of a targeted outreach strategy to recruit highly qualified female professionals for Lead technical and creative roles.	Month 1-12	Studio Head	The applicant pool for technical roles contains a minimum of 30% female candidates.	Annual quantitative review of gender distribution in the applicant pool vs. final hires.
Work Life Balance	Culture & Management Practices	Systemic industry "crunch" culture negatively impacts diversity, well-being, and the retention of employees with caregiving responsibilities	Strict operational enforcement of the company's 4-day work week and 3 monthly mental health days .	Month 1-72	Producer	0% systematic overtime during all production phases, including the release window.	Biannual qualitative review of registered working hours, sick leave, and well-being metrics.

SAGE Objective 2: To address gender imbalances in decision-making processes

SAGE Quadrant	SAGE Theme	Issue to be addressed / evidence	Planned Action	Timescale	Person responsible	Measures of success	Assessment of impact
Institutional Governance	Leadership & Management	The statutory Executive Board consists of the two male founders. The strategic advisory body (Founders Group) initially leans male based on core business competencies.	Diversify the strategic advisory body (Founders Group) by actively onboarding female experts (e.g., Cultural Anchors). Implement mandatory unconscious bias training.	Month 1-12	Co-CEOs	100% completion rate of bias training. Measurable increase in female representation in the advisory group.	Qualitative evaluation of diverse strategic input and decision-making within the advisory board.

SAGE Objective 3: To strengthen the gender dimension in research programmes and content

SAGE Quadrant	SAGE Theme	Issue to be addressed / evidence	Planned Action	Timescale	Person responsible	Measures of success	Assessment of impact
EnGendering Knowledge	Gender & Research Content	The interactive archive risks applying exotic or modern gender stereotypes to Inuit mythology and cultural assets .	Implement systematic gender and diversity impact assessments on Art Direction, Narrative Design, Kalaallisut NLP, and MoCap/photogrammetry data collection.	Month 1-54	Narrative & Creative Directors	Narrative and visual design documents reflect historically authentic and nuanced gender representation.	Continuous internal cultural validation reviews of character designs prior to release.

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2/4-26



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