

# 2025 Gender equality index

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## **Gender equality index declaration for the year 2024: 81/100\***

*\*on the basis of 2024 data*

Criterion 1: Pay gap between the average salaries of women and men: 31/40

Criterion 2: Gap in raise rates between women and men: 35/35

Criterion 3: N/A

Criterion 4: 100% of women received a raise upon returning from maternity/adoption leave: 15/15

Criterion 5: Gender parity among the top 10 highest salaries: 0/10

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Kayrros is committed to taking decisive action to create a workplace that champions equality at every level. Last year, we initiated a robust action plan rooted in three primary areas that we've identified as pivotal for ensuring gender equity: Recruitment, Promotions, and Compensation.

This year, we will continue to work on these axes.

Our approach:

- Recruitment: We're committed to ensuring we attract a diverse pool of talent that reflects the richness of our society.
- Promotions: We've established a transparent and merit-driven framework, aiming to eliminate any unconscious biases and guarantee equal opportunities for career growth.
- Compensation: Periodic audits of our pay practices ensure that every Kayrrosian is rewarded fairly, without any gender-based disparities.

By channeling our efforts into these areas, our aim is not just to enhance our Gender Equality Index score, but more importantly, to create a work environment where every individual, irrespective of gender, feels valued, empowered, and has an equal opportunity at success.