

2024 Gender equality index declaration

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

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.

Gender equality index declaration for the year 2023: 58/100*

**on the basis of 2023 data*