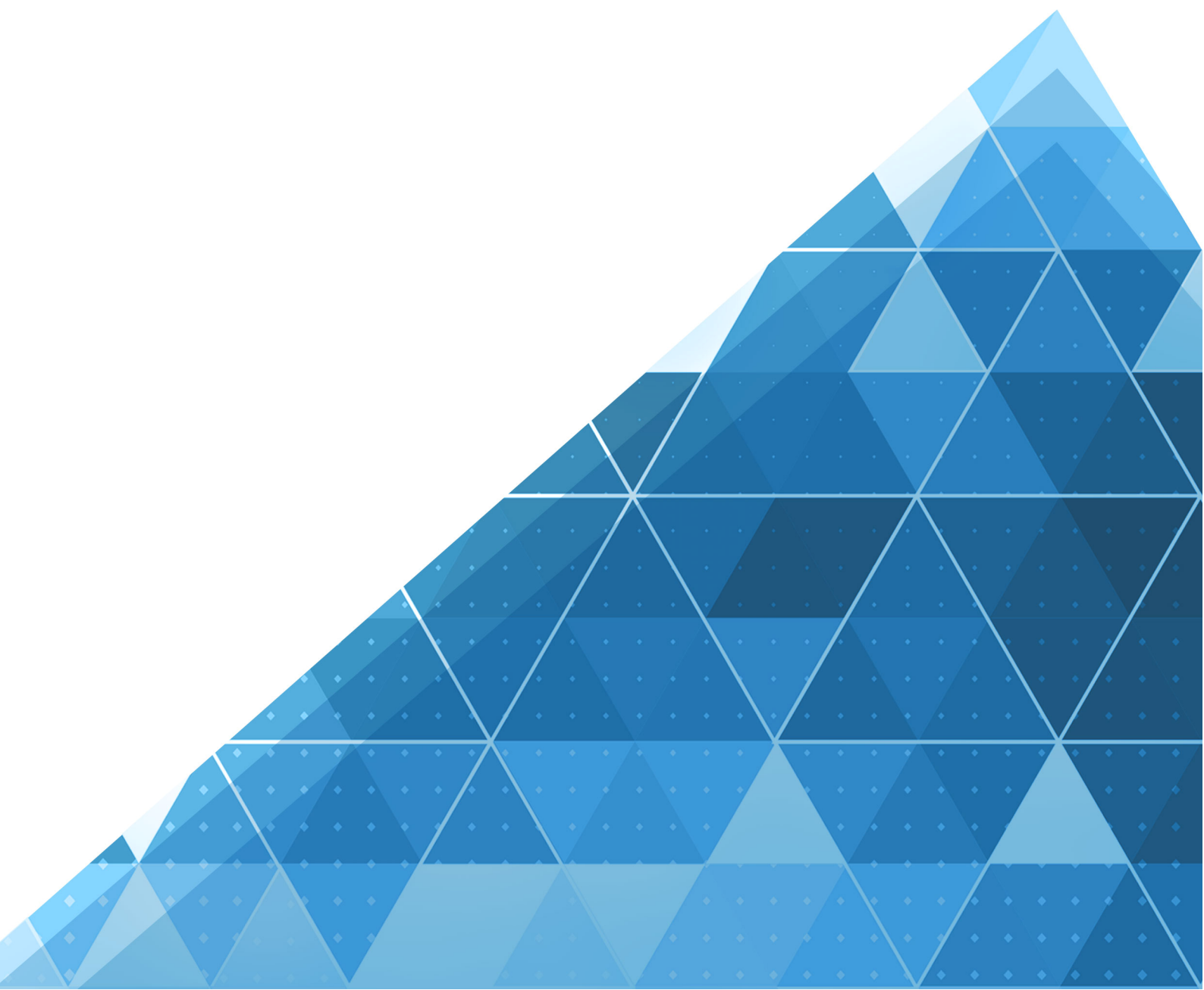




GENDER EQUALITY POLICY AND PLAN





ABBREVIATIONS

Nr.	Abreviere	Explicație
1	IT	Information Technology
2	INS	National Institute for Statistics
3	GER	Gender Equality Responsible
4	STEM	Science, Technology, Engineering and Mathematics
5	SIMAVI	Software Imagination and Vision
6	SMT	SIMAVI Management Team
7	HR	Human Resources
8	UE	European Union

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1. SCOPE

Increasing gender equity within the company by promoting balanced participation, combating stereotypes and ensuring an inclusive work environment.

Promoting a fair, diverse and inclusive work environment, where all employees, regardless of gender, have equal opportunities to contribute, advance and innovate.

2. DOMAIN OF APPLICABILITY

This policy and this plan apply to all company employees.

3. EXISTING SITUATION

3.1. ROMANIA

The current situation in Romania regarding gender distribution in the IT field reflects a significant imbalance between men and women, although there has been a slow but positive trend towards balancing in recent years. Below is an overview based on the most recent data and trends (up to 2024).

3.1.1. General Statistics

- Women represent approximately 25-30% of the total IT workforce in Romania, according to various sources, including Eurostat and INS.



- The share of women in technical roles (developer, sysadmin, DevOps, etc.) is lower than in non-technical roles (project management, HR, IT support).
- In universities, approximately 30-35% of students in IT-related faculties (e.g. Automatics and Computers, Informatics) are women, which shows a slight improvement compared to 10-15 years ago.

3.1.2. Evolutions and recent tendencies

There are initiatives and programs dedicated to encouraging girls and women to pursue careers in IT, such as:

- **Girls Who Code Romania**
- **Women Techmakers** (by Google)
- **She is Mom** – platforms and communities for mentoring and professional retraining.
- **Large IT companies** (e.g. Microsoft, IBM, Adobe) promote gender diversity through internship programs dedicated to women and inclusive HR policies.

3.1.3. Causes of gender unbalance

- Gender stereotypes: the perception that IT is a “masculine” field persists in schools and families.
- Lack of female role models: the low visibility of successful women in IT leads to a lack of inspiration for young women choosing their careers.
- Self-selection: many girls do not choose technical majors due to lack of confidence, even if they have the skills.

3.1.4. Conclusions

Romania is slightly better than the EU average in terms of the percentage of women in IT (where the average is ~20%), but the gender imbalance remains visible and persistent. There is still a need for:

- public policies to support diversity,
- early STEM education for girls,
- more promotion of female role models in technology.

3.2 SIMAVI SITUATION

According to data from early 2025, in SIMAVI women represented 45% of the total employees. Women are the majority in the Commercial and Support areas, while in the Operational area, men represented 60% of the workforce.

Regarding the Operational department, there are jobs in which women are the majority (such as Business Analysts, Business Consultants and Project



Managers) and jobs in which men are the majority (such as Software Developers, Technical Leaders, Test Engineers, DBAs and System Engineers).

Women hold the majority in the mid-career area (Regular), while men in the beginner (Junior) and expert (Senior) areas.

4 SIMAVI DECLARATION RELATED TO GENDER EQUITY

At SIMAVI, we are firmly committed to promoting gender equity in all aspects of our work. We believe that a fair, inclusive and diverse work environment is essential for innovation, performance and the well-being of all our employees.

Gender equity means fair treatment for all people, regardless of gender, and involves both recognizing differences and correcting structural imbalances that can limit equal participation and opportunities for professional advancement.

Through this statement, our company is committed to:

- P1. Ensure equal employment, development and promotion opportunities for all people, without discrimination on the basis of gender.
- P2. Develop and implement policies and practices that support work-life balance, including through parental support programs and workplace flexibility.
- P3. Promote an organizational culture based on respect, inclusion and zero tolerance for harassment or discrimination.
- P4. Constantly monitor gender equity indicators and take corrective action where imbalances are identified.

Gender equity is not just a goal, but a fundamental value that guides how we work, collaborate and grow together. We take responsibility for building a work environment where all employees can reach their full potential, fairly and without barriers.



5 OBJECTIVES

P1. Gender balance in recruitment and promotion

- **Objective:** Increase the proportion of women in technical and management positions by 15% in the next 2 years.
- **Measures:**
 - o Ensuring gender-neutral language in job advertisements.
 - o Introducing diverse shortlisting in recruitment processes.
 - o Mentoring and coaching for women in technical teams.

Nr	Measure	Deadline	Responsible
1	Ensuring gender-neutral language in job advertisements	Permanent	HR
2	Introducing diverse shortlisting in recruitment processes	Permanent	HR
3	Mentoring and coaching for women in technical teams	Permanent	HR

P2. Inclusive organizational culture

- **Objective:** Ensuring a safe and fair work environment for all genders.
- **Measures:**
 - o Annual inclusion training for all employees.
 - o Clear anti-harassment policy and anonymous reporting channel.
 - o Internal awareness campaigns.



Nr	Measure	Deadline	Responsible
1	Annual inclusion training for all employees	Annual, according to training plan	HR / GER
2	Clear anti-harassment policy and anonymous reporting channel.	Exista, revizuire anuala	HR / GER
3	Internal awareness campaigns	Permanent	HR / GER

P3. Work-life balance

- **Objective:** Increasing the use of flexible work options for all genders.
- **Measures:**
 - o Promoting flexible work schedules and remote work.
 - o Encouraging fathers to take paternity leave.

Nr	Measure	Deadline	Responsible
1	Promoting flexible work schedules and remote work.	Permanent	SMT/ HR / GER
2	Encouraging fathers to take paternity leave	Permanent	HR / GER

P4. Monitoring and accountability

- **Objective:** Monitoring the implementation of the plan and evaluating progress.
- **Measures:**
 - Semi-annual progress report, presented to the management team

Nr	Measure	Deadline	Responsible
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1	Semi-annual progress report, presented to the management team	Permanent	GER
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