

Gender Equality Plan 2023



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1. Introduction

Moptil is a hi-tech market leader company that pioneered in 2014 the use of tablet VR experiences with 3D reconstructions of ancient monuments. While the company started out in the field of Culture and Tourism, it is nowadays focused on creating innovative immersive experiences in various verticals like Education, Professional Training and Gaming, leveraging upon the power of cutting-edge technologies of Augmented & Virtual Reality and Artificial Intelligence. MOPTIL participates in R&D projects and is a member of the incubator Egg of Eurobank, Corallia and Elevate Greece start-up platform. It has been awarded the 1st premium of the THI Venture award in 2021 and participates in MWC 2021 & 2023 as well as Dubai Expo 2020.

The Gender Equality Plan delineates the focal points for the organization's efforts in advancing gender parity, outlining designated initiatives and corresponding oversight strategies. Moptil's mission places a central emphasis on equal access, making gender equilibrium an essential element in guaranteeing just and impartial entry and treatment for our research, technical, managerial, and support personnel. Moptil, guided by global, communal, and internal benchmarks, pledges to champion the advancement of equal opportunities for both genders within its guiding principles and key areas of focus.

This plan has received the endorsement of the management and undergoes an annual review process.

2. Dedicated resources

Moptil has committed the HR department to design, implement and monitor this Gender Equality Plan.

3. Goals and principles

The main goals of this Gender Equality Plan are to ensure:

- that genders have equal opportunities when it comes to recruitment and terms of employment
- that gender does not affect employees' wages
- that all employees have the same opportunities, rights, and obligations regardless of gender
- a healthy work environment, free from gender-based violence, where everyone is treated professionally
- work organization in which employees can combine work with family life

4. Data collection and monitoring

Moptil emphasizes on the gender equality, by providing equal opportunity to both female and male candidates. Data collection and monitoring is performed in accordance with the General Data Protection Regulation (EU). The process is also documented in all employees' contract and is communicated to them upon sending the official job offer.

5. Training

The company offers the decision makers and the Human Resources department proper training and participation to educational seminars or programs that aim to the constant awareness of gender equality, opportunities.

Open discussion is encouraged to be taking place through offline discussions with the HR department, in order to capture potential concerns and new ideas in best practices for awareness on Gender Equality.

6. Work-life balance

Moptil is aware that organizational culture and work-life balance are key components for establishing an environment where both men and women can enjoy their activities and equal opportunities in building a fulfilling career. Organizational culture and work-life balance is a broad thematic area that addresses issues such as:

- i. Gender-sensitive communication
- ii. Childcare provisions
- iii. Maternity/paternity/parental leave provisions
- iv. Part time work possibility

7. Gender balance in leadership and decision-making

Moptil strives to be a gender-balanced company, where its members have equal access to and a balanced participation in leadership and other decision-making roles.

8. Gender equality in recruitment and career progression

We recognize that our personnel is our most important asset and the key factor of achieving our strategic objectives. Through a transparent and merit-based framework of selection and evaluation of

the performance and reward of our human resources and a network of appropriate processes and rational organizational structures, the company aims to achieve its goals. Opportunities for professional development and progress are part of our anthropocentric philosophy.

9. Integration of the gender dimension into research and education

Moptil strives to be a socially responsible company that successfully integrates and proliferates gender-conscious research and education.

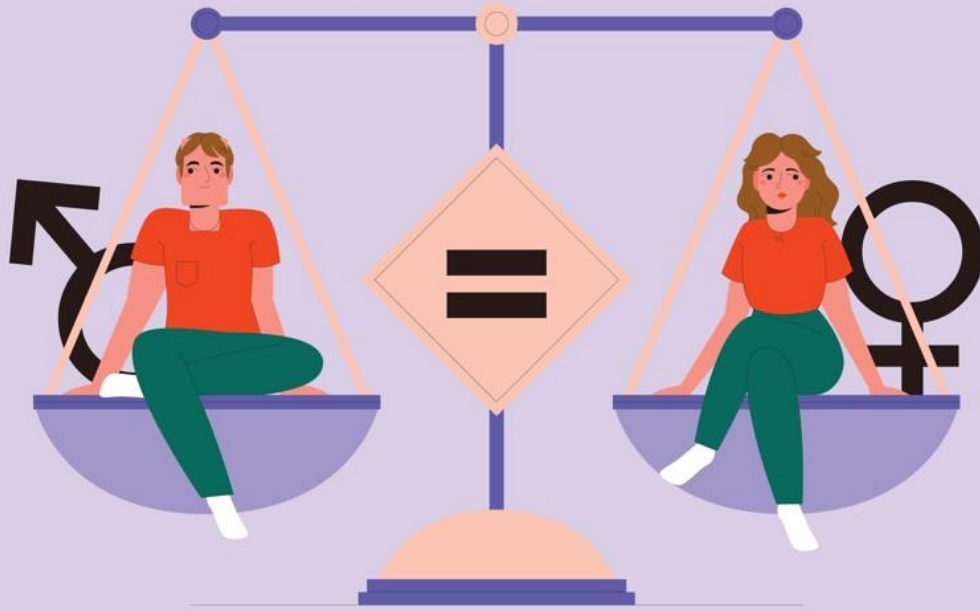
10. Gender-based violence policy

At Moptil we thrive to cultivate a community that operates fundamentally on the grounds of mutual respect between all its members. Consequently, gender-based violence is not tolerated within the company.

11. Approval

The document is approved by the top management of Moptil and is signed by Mr. Michael Kokkinos, Founder and CEO.

A handwritten signature in blue ink, appearing to be 'Michael Kokkinos', written over a horizontal line.



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