



## Gender Equality Plan (GEP)

NeuropilotVR UG (haftungsbeschränkt)

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### 1. Introduction

NeuropilotVR UG is committed to fostering an inclusive, diverse, and respectful work environment. Gender equality is a fundamental principle in our operations and values. This Gender Equality Plan (GEP) outlines the strategic framework for promoting gender equality across all levels of our organization.

### 2. Public GEP Commitment

This document will be publicly available on the NeuropilotVR UG website and signed by the management. It serves as an official declaration of our commitment to gender equality within our organization.

### 3. Four Minimum Process-Related Building Blocks

#### a. Public Document

The GEP will be accessible on our website and formally endorsed by senior leadership.



## **Gender Equality Plan (GEP)**

### **b. Dedicated Resources**

Anny Mamuchashvili, Co-Founder, will serve as the designated Gender Equality Officer, overseeing implementation and internal reporting. This is a voluntary, unpaid role during the early stage of the company.

### **c. Data Collection and Monitoring**

We will collect and monitor gender-disaggregated data on staff recruitment, leadership roles, and decision-making positions. Reporting will be done annually based on agreed indicators.

### **d. Awareness and Training**

We will incorporate gender bias awareness and equality training in onboarding sessions and team development activities as the organization grows. In the short term, educational materials and resources will be shared with the team.

## **4. Thematic Focus Areas and Targets**

### **a. Work-Life Balance & Organizational Culture**

We will foster flexible work arrangements and an open culture that supports employees' work-life integration.

### **b. Gender Balance in Leadership & Decision-Making**

We commit to promoting gender-balanced leadership as the organization grows, ensuring fair representation in all decision-making processes.

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### c. Gender Equality in Recruitment and Career Progression

We aim to apply inclusive hiring practices and provide equal opportunities for professional growth regardless of gender.

### d. Integration of Gender Dimension into Research/Content

Our products and mental health research will consider gender-specific needs and responses, particularly in clinical trials and user data analysis.

### e. Measures Against Gender-Based Violence & Harassment

We maintain a zero-tolerance policy toward harassment and commit to developing clear internal procedures to report and handle complaints confidentially.

## 5. Monitoring & Evaluation

Anny Mamuchashvili will oversee the GEP implementation and issue annual updates. Progress will be reviewed internally, and updates will be published on our website.

Signed by: Maia Tskitishvili, Managing Director

