

Gender Equality Plan (GEP) – score4more GmbH

Organization: score4more GmbH, Berlin, Germany | **Staff:** 10 employees | **Adopted:** January 2026 | **Review:** Annual

score4more GmbH is an AI-powered ESG assessment and benchmarking platform with 10 employees. As a company that evaluates the sustainability performance of others, we apply the same standards internally. This Gender Equality Plan (GEP) documents our commitment to gender equality and the concrete measures in place.

1. Publication

This GEP is published on the score4more website and signed by the company's management. It is a formal, publicly accessible document and reviewed annually.

2. Dedicated Resources

The founder and CSO bears overall responsibility for gender equality at score4more. Given the small team size (10 employees), no separate gender equality officer is appointed; responsibility is embedded in general management. Implementation is part of ongoing HR and organizational development.

3. Data Collection and Monitoring

score4more tracks gender-disaggregated data annually, covering:

- Gender distribution across the team (current status: majority female)
- Gender distribution in decision-making and project leadership
- Pay data by gender (equal pay verified annually)
- Uptake of flexible and parental leave arrangements by gender

Annual reporting is conducted internally, and outcomes are reflected in updates to this GEP.

4. Training and Awareness

All team members are made aware of gender equality principles and unconscious bias as part of onboarding. Given the team size, this is conducted informally through team discussions and, where relevant, via external training or e-learning resources on gender bias and inclusive communication. The topic is included in the annual team review cycle.

5. Concrete Measures by Area

Work-Life Balance and Organizational Culture

- All employees have full flexibility in working hours, location (remote and hybrid), and scheduling
- Parental and caregiver leave is supported and encouraged regardless of gender
- A respectful, inclusive team culture is actively maintained; no gender-based discrimination or harassment is tolerated

Gender Balance in Leadership and Decision-Making

- All employees participate equally in decisions relevant to their work and role
- The majority of the team is female; women are supported for representation at all levels of the organization

Gender Equality in Recruitment and Career Progression

- Job postings use gender-neutral language
- Hiring decisions are based solely on qualification and fit
- Career development opportunities are available to all employees equally

Integration of the Gender Dimension into Work Content

- score4more's ESG assessment methodology includes social indicators covering gender equality; this ensures gender-sensitivity is reflected in the platform's research and output

Measures Against Gender-Based Violence Including Sexual Harassment

- Zero tolerance policy for any form of gender-based discrimination, harassment, or violence
- Any concerns can be raised directly with management; an external escalation option (e.g. via legal counsel or mediation) is available if needed

Signed: Dr. Matthias Kannegiesser, Founder & CSO, score4more GmbH

Date: January 2026 **Contact:** info@score4more.de