

GENDER EQUALITY REPORT 2023



T|4|'0

DIH Tourism 4.0 is classified as a micro-enterprise, the number of permanent employees does not exceed 5 persons. According to the developed Gender Equality Plan, the company focuses on the following 4 areas:

- **Organisational culture, combating stereotypes and work-life balance**
- **More balanced gender representation in management, recruitment and career progression**
- **Integrating gender in research and education content**
- **Combating sexual and gender-based harassment**

Statistics 2023

Organisational culture, combating stereotypes and work-life balance

Of the total number of employees in the company in 2023, 42% were male and 58% were female. The gender ratio is therefore adequate. The company provides employment opportunities to both men and women indiscriminately.

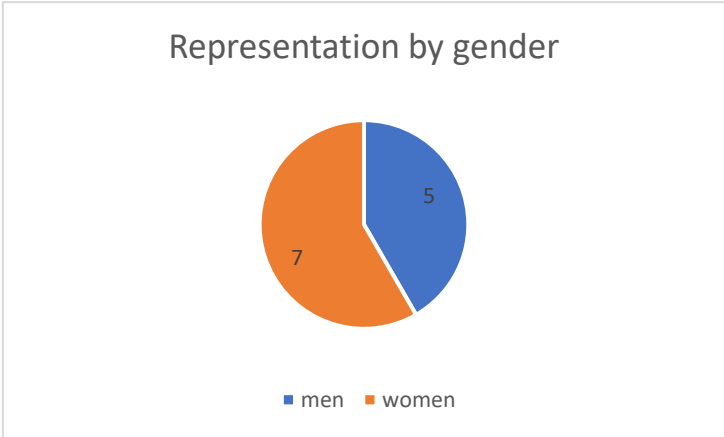


Figure1 Number of employees by gender (2023)

Regarding the national composition of the company, one quarter of the company is represented by Czech citizens, followed by one sixth of Slovaks and one sixth of Croats. The firm also employed employees from Azerbaijan, Lithuania, Latvia and Romania in 2023. Corporate diversity in terms of nationality is very broad in this case. The company does not prefer employees from any country - on the contrary, it gives equal opportunities for corporate development.

Working environment was inclusive and staff was appropriately supported the whole time. All employees had an opportunity on flexible work

More balanced gender representation in management, recruitment and career progression

From the point of view of the enterprise as a micro-enterprise, it is not possible to talk about the specifics of senior managers, or composition of executives. As mentioned above, there is a high ethnic diversity in the company

There is no gender or nationality-based gap in funding, as staff are rewarded according to quality and performance.

Integrating gender in research and education content

The main area of research in the company is related to destination management and tourism businesses. No relevant information in this dimension was found during the research. Regarding the use of the use of images for corporate purposes, we usually draw from a free photo library or have graphics prepared for us by interns on a bespoke basis.

Combating sexual and gender-based harassment

Our microbusiness workplace is fully free from sexual harassment, bullying and discrimination. None of the employees were victims of discrimination, inappropriate treatment or harassment. Employees feel respected in the company, have ample room for development and a variety of job opportunities.