

# SOFTIC Gender Equality Plan (GEP)

**Approved by:** Miklós Mátis, CEO of SOFTIC

**Date:** 10 February, 2025

**Published on:** <https://www.softic.com/en/gender-equality>

---

## 1. Introduction and Commitment

SOFTIC, as a leading software engineering and innovation company, is committed to building an inclusive, fair, and supportive workplace where every individual can thrive regardless of gender, background, or personal circumstances. We believe that gender equality is not only a matter of social justice but also a driver of innovation, creativity, and excellence.

This Gender Equality Plan (GEP) demonstrates our formal commitment to advancing gender equality and meeting the requirements of Horizon Europe and EIC funding programs. It is a public document, endorsed by our top management, and integrated into SOFTIC's organizational culture and operational practices.