

Our Commitment to Gender Equality: Driven by Diverse Talents

At **Linking Therapists**, we are firmly convinced that the healthcare of tomorrow cannot be built with only half of the world's talent. As a HealthTech startup, innovation, ethics, and impact are at the very core of our mission. We believe that gender diversity within our teams is an essential driver of performance, creativity, and scientific relevance. This is why we are formalizing our **Gender Equality Plan (GEP)** today. This commitment structures our ambitions around 4 major pillars to make our corporate culture a model of inclusivity.

The 4 Pillars of Our Action Plan

1. Fair Recruitment and Balanced Governance

Tech and Science still suffer all too often from a gender imbalance. We are committed to breaking this glass ceiling:

- **Fair Processes:** Ensuring the inclusion of female candidates with equal qualifications in our recruitment shortlists, particularly for scientific, technical (R&D, tech), and management positions.
- **Representation:** Aiming for a balanced gender representation within our executive committee (Comex/Copil) and our board of directors.

2. Equal Pay and Career Progression

Equal pay for equal work. This is a non-negotiable principle:

- **Transparency and Audit:** Closely monitoring our Gender Equality Index (and anticipating it even if we are below the legal French threshold of 50 employees) to immediately identify and correct any unjustified pay gaps.
- **Internal Promotion:** Ensuring that parenthood or related leave (maternity, paternity, adoption) never hinders career trajectories or salary increases.

3. Inclusive Corporate Culture and Work-Life Balance

Because sustainable performance relies on well-being, we create a healthy environment for everyone:

- **Zero Tolerance:** Mandatory awareness training for all teams (with a priority on managers) to combat everyday sexism, harassment, and unconscious bias.
- **Flexibility:** Promoting a flexible work organization (remote work, adapted hours) to ensure an optimal balance between professional and personal life, while actively encouraging the uptake of paternity leave.

4. An Inclusive HealthTech Through Product and Research

As a healthcare player, our responsibility goes beyond our offices:

- **Gender Bias in Healthcare:** We ensure that the dimensions of gender and biological sex are integrated into our research, the development of our algorithms/products, and our clinical data, in order to guarantee equitable healthcare solutions for all patients.

Monitoring and Transparency

This plan is more than just a declaration of intent. It is backed by dedicated resources, an engaged leadership team, and key performance indicators (KPIs) reviewed annually. We will regularly and transparently update our progress.

"Innovating in healthcare means caring for human beings.
And that starts within our own teams." — **Maryam EZZOUAK INGRAIN, CEO & Founder
of LINKING THERAPISTS**