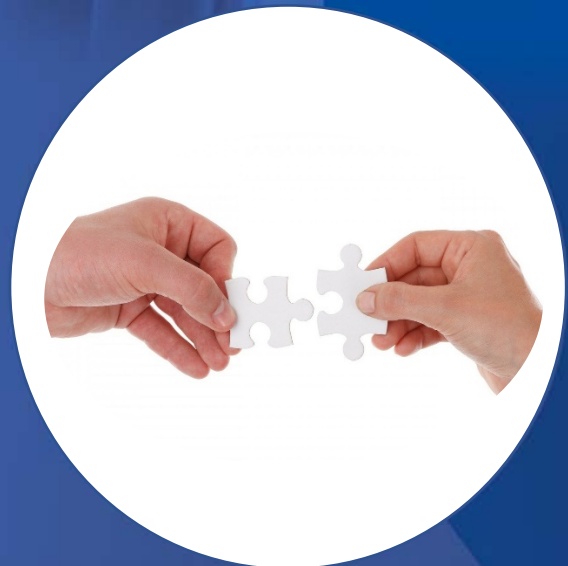


## Gender Equality Plan

Version 2.0

Scope of application:  
for all employees of MCL at all  
company locations

valid from December 01, 2024



## Content

|  |   |
|--|---|
| 1. Gender Equality @ MCL .....           | 3 |
| 1.1. Preamble .....                      | 3 |
| 1.2. Baseline Situation.....             | 3 |
| 1.3. Strategy .....                      | 3 |
| 2. Gender Equality Plan @ MCL (GEP)..... | 4 |
| 2.1. Aims.....                           | 4 |
| 2.2. Process.....                        | 4 |
| 2.3. Organizational Integration.....     | 4 |
| 2.4. Monitoring.....                     | 6 |
| 2.5. Ressources & Budget .....           | 7 |
| 2.6. Aims & Measures 2024-2026.....      | 7 |

# 1. Gender Equality @ MCL

## 1.1. Preamble

Research, development, and innovation activities benefit from diverse approaches and perspectives in problem-solving. Teams with employees of different backgrounds, orientations, and the equal promotion of all genders create an inspiring work environment and foster a culture of openness, diversity, and appreciation. For a research institution like MCL, qualified, diverse, and motivated personnel is the most important asset. In recent years, MCL has increased the number of highly qualified employees, and the proportion of female employees has also developed well. An open-minded gender culture is an important pillar for achieving the desired high scientific excellence and innovation capability of MCL.

Based on the awareness described above, MCL aims to further increase the proportion of women in the organization and promote an open culture where various disciplines, different ways of thinking, and approaches can optimally develop in harmony with MCL's mission.

## 1.2. Baseline Situation

Gender equality has been an important corporate goal since the founding of MCL. Accordingly, various measures have already been defined and implemented in the past that contribute to equality. Examples of such measures include equal pay for equal qualifications and equal hours, the possibility of temporary reduction in working hours to fulfill childcare duties, or actions where female scientists act as role models to showcase future perspectives for women in research. Furthermore, MCL has been supporting various initiatives (e.g., Girls' Day, FEMtech) for years to promote female pupils and students.

The proportion of women at MCL is currently about 31.1% of the total workforce and about 25.8% of the scientific staff (as of 2023), which represents an above-average value for our industry. At MCL, women are represented at almost all organizational levels.

## 1.3. Strategy

The gender strategy at MCL aims to further increase the proportion of women and achieve an equal distribution of women and men. Overall, it also aims to strengthen awareness and understanding of gender issues. Based on the positive experiences of recent years, the following strategic goals have been pursued:

- Create added value for MCL's future success through:
  - Contributing to ensuring a pool of talented and motivated professionals;
  - Strengthening innovation capability, problem-solving competence, and a cooperation culture through diversity;
  - Contributing to increasing MCL's attractiveness as an employer by offering a flexible working environment for employees of all gender.
- Create incentives to attract young and highly talented women for choosing a career in STEM fields.

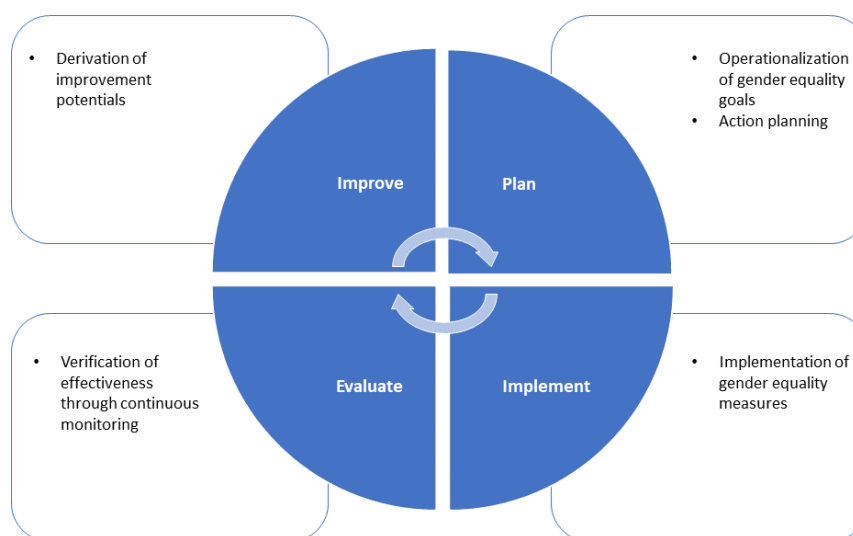
## 2. Gender Equality Plan @ MCL (GEP)

### 2.1. Aims

- Establish organizational structures and processes for effective implementation of equality measures defined in the Gender Equality Plan of MCL
- Determine resources and budget annually for implementing equality measures
- Develop further measures in the areas of recruiting, personnel development, and work-life balance to increase the proportion of women
- Raise awareness and support a respectful gender-independent communication culture through clear positioning and messages internally and externally
- Inspire young and highly talented women to pursue careers in STEM fields

### 2.2. Process

To achieve the MCL gender strategy and equality goals, an interactive process is established:



*Gender Equality Process at MCL*

The gender equality process at MCL will enable effective planning and implementation of equality measures as well as ensure their ongoing monitoring and improvement.

### 2.3. Organizational Integration

Organizational integration of equality activities is essential for effective and continuous development of goals and measures within the framework of the GEP. This includes building gender competencies as a staff function as well as anchoring responsibility in the line with managers. Furthermore, all employees and decision-makers play an important role in recognizing behaviors and unconscious gender-specific biases that lead to discrimination against women. Training and communication are valuable tools to sensitize employees to gender equality and simultaneously provide them with the knowledge and skills that enable them to advocate for the goal of equality.

The development of gender competencies is thus accompanied by appropriate training and communication activities.

### Gender Officer

A person appointed by the management from among the employees. The role of the Gender Officer includes the following tasks:

- Leading the Gender Task Force.
- Operationalizing equality goals and corresponding measures within the framework of the GEP together with the Gender Task Force (based on the MCL gender strategy and overarching goals).
- Coordinating equality measures in the Gender Decision Circle.
- Organizing events on gender topics as needed. These activities include awareness-raising training on gender issues aimed at employees and managers, and may also include communication activities and gender equality training focusing on specific topics (e.g., training on unconscious bias in hiring, training on gender-inclusive language).
- Participating in events and training sessions, as well as representing MCL in gender matters

### Gender Task Force

The Gender Task Force is led by the Gender Officer and consists of stakeholders from MCL departments (Administration, Materials, Microelectronics, Simulation). The Gender Task Force conducts gender analysis as part of ongoing monitoring and is thus an important source of information for defining further specific equality measures. It is also responsible for implementing the measures defined in the GEP that are not directly under the responsibility of managers or the Human Resources department.

### Gender Decision Circle

The Gender Decision Circle consists of the MCL management, the Head of Human Resources, department heads, and the Gender Officer. The Gender Decision Circle ensures that (1) equality measures are made as MCL decisions and are communicated and implemented accordingly in the respective departments, (2) process flows for effective implementation of measures are established, and (3) effective gender monitoring is carried out.

### Responsibility in the Line

All managers in their respective functions are responsible for implementing equality measures. In particular, they are significantly involved in implementing corresponding measures in the areas of recruiting, work-life balance, and career development.

## 2.4. Monitoring

The evaluation of the effectiveness of equality measures is carried out through ongoing monitoring and has the following objectives:

- Establishing a baseline situation regarding the equality of women and men at MCL, against which progress can be regularly (at least annually) reviewed.
- Conducting gender analyses to identify areas of relative strengths and weaknesses, allowing for better alignment of measures and priorities within the framework of the GEP.

Based on the thematic areas defined in the GEP, indicators and analyses are relevant for the following aspects

### Recruiting

- Ratio of female/male applications to the hiring of female/male employees.
- Proportion of women who applied for early-career scientific positions (PhD positions).
- Proportion of women who applied for the following positions: student employees and diploma students.

### Career Development

- Staff composition by gender at all hierarchical levels (group/department management, executive management) and by specialist areas (scientific, technical, administrative).
- Proportion of women in the scientific field: Junior Researcher, Senior Researcher, Key Scientist
- Project leader indicator:
  - Proportion of scientific project leadership positions held by female scientific employees in the respective calendar year.
  - Proportion of scientific project leadership positions held by male scientific employees in the respective calendar year.

### Work-Life Balance

- Employment extent of all employees by gender in the categories of full-time and part-time employment
- Number of employees by gender,
  - who have taken parental leave and for how long, in order to attend to childcare,
  - who have returned to work after parental leave.
  - home office days taken: by gender, hierarchy, and department.

If necessary, additional indicators can be developed to establish a baseline and monitor progress.

The proper data collection is carried out annually in the Administration Department. Once the data is collected, the analysis is conducted by the Gender Task Force.

This analysis will help to set priorities for the GEP and adapt these priorities to the evolving situation over time. The annual review of progress will be presented by the Gender Task Force with corresponding proposals for improvement measures in the Gender Decision Circle.

Although most indicators will be quantitative, qualitative surveys can also provide a meaningful complement. Employee surveys should be conducted to qualitatively measure the experiences and perception of the effectiveness of equality measures at MCL.

## 2.5. Ressources & Budget

MCL provides the Gender Officer and the Gender Task Force with an annual budget and the necessary resources (space and material expenses) based on the agreed annual action plan.

Furthermore, employees are enabled to participate in training sessions, informational events, and other gender-related activities.

The Gender Task Force will strive to obtain possible funding for gender-specific measures.

## 2.6. Aims & Measures 2024-2026

The impact of the following measures will be evaluated at the end of 2026. Based on these evaluation results, planning for the subsequent two-year planning and implementation phase will take place.

| Subject Area                  | Aim  | Measures  | Status                  |
|-------------------------------|--|---|-------------------------|
| <b>Organizational Culture</b> | Embedding equality in the company culture of MCL, raising awareness & developing role models | Include gender equality, respect, and appreciative treatment in our internal quality guidelines   | ➤ implemented           |
|                               |  | Communication of the gender strategy and the MCL Gender Equality Plan (GEP) through the management  | ➤ implemented           |
|                               |  | Introduction of multiple genders  | ➤ continuously expanded |
|                               |  | Establish an information platform on the intranet: current measures of the GEP and implementation status, announcement of training sessions, women's network meetings, etc. | ➤ continuously expanded |
|                               |  | "Women Power in Research": Increasingly present female scientists at MCL as role models in corporate communications to showcase attractive career paths for women           | ➤ continuously expanded |
|                               |  | "Half and half": Represent fathers and mothers @ MCL including career paths in corporate communications<br>Link to videos   | ➤ work in progress      |
|                               |  | Code of conduct against violence and bullying to make employees aware of this topic   | ➤ work in progress      |
|                               |  | Use of gender-inclusive language in internal and external communication; revision of templates & documents on the intranet  | ➤ continuously expanded |
| <b>Responsibility</b>         | <b>General Management, Gender Task Force, Quality Management</b>                             |   |                         |



| Subject Area             | Aim  | Measures   | Status                  |
|--------------------------|--|--|-------------------------|
| <b>Work-Life-Balance</b> | Supporting our employees in living a healthy work-life-balance | Promote additional measures beyond the current options (flexible (part-time) work models, home office, "papa weeks", etc.), (e.g., paternity leave and part-time work for fathers, part-time work for parents) | ➤ in progress           |
|                          |  | Evaluate cooperations with childcare facilities (e.g. after-school care for school children)   | ➤ in progress           |
|                          |  | Active mentoring and support for female employees when returning to work after parental leave  | ➤ continuously expanded |
| <b>Responsibilities</b>  | <b>Head of HR and HR staff, management</b>                     |  |                         |

| Subject Area                              | Aims   | Measures  | Status                  |
|---|--|---|-------------------------|
| <b>Recruiting &amp; Employer Branding</b> | Increasing the proportion of qualified female applicants for open positions at MCL | Job advertisements are designed in a gender-sensitive manner (gender-inclusive language, paying particular attention to word choice, applications from women are explicitly encouraged) | ➤ implemented           |
|   |  | Redesign of the career website (MCL-HP/Career): Texts and images are designed to ensure women are well-represented and visible in the online presence                                   | ➤ in progress           |
|   |  | Female scientists at MCL as role models: presentation of female experts in their respective fields (MCL-HP/Career)<br>Link to videos  | ➤ continuously expanded |
|   |  | Women recruiting women at career fairs  | ➤ implemented           |
|   |  | Continue to support initiatives promoting young talents (e.g. Girls' Day)   | ➤ continuously expanded |
|   |  | Support women's networks (e.g. women in engineering), actively advertise open positions in women's networks   | ➤ in progress           |
| <b>Responsibilities</b>                   | <b>Head of HR, Gender Task Force, management</b>                                   |   |                         |

| Subject Area              | Aim                                   | Measures  | Status                  |
|---------------------------|---------------------------------------|---|-------------------------|
| <b>Career Development</b> | Proactive promotion of women at MCL   | Annual discussions between management and department heads to assess the potential of all employees, with a special focus on female employees, aiming to increase the proportion of women in leadership/decision-making positions (project/group/team leadership) | ➤ implemented           |
|                           |                                       | Targeted support during parental leave to prevent "career gaps" (e.g. assistance with publications)   | ➤ continuously expanded |
|                           |                                       | Encouraging and supporting female scientists in "outgoing research stays," applying for ERC grants, etc.  | ➤ continuously expanded |
| <b>Responsibilities</b>   | <b>General management, management</b> |   |                         |

| Subject Area                   | Aim   | Measures   | Status        |
|--------------------------------|---|--|---------------|
| <b>Gender-related training</b> | Sensitize and educate employees and team leaders on the topic of equality | Trainings are conducted by specialists. Focus areas include, for example: Awareness-raising for gender and diversity aspects, self-reflection regarding one's own role, dealing with "Unconscious (Gender) Bias" | ➤ in progress |
|                                |   | Training to avoid non-fact-based, unconscious categorization of individuals that infringes their opportunities   | ➤ in progress |
|                                |   | Training on gender-inclusive language  | ➤ implemented |
| <b>Gender-based violence</b>   | Raising awareness about different forms of violence                       | Consolidation of information, as well as sensitization and development of action competencies regarding violence on the internet, bullying, harassment and assaults in social media                              | ➤ in progress |
| <b>Responsibilities</b>        | <b>Gender Equality Officer</b>  |  |               |



Leoben, Date

Materials Center Leoben Forschung GmbH

Dr. Werner Ecker  
General Manager