

# Gender Equality Plan

## 1 Our Commitment

Equal participation of women and men in all social processes has not yet been achieved. Across Europe, women are still significantly underrepresented in research and innovation, especially in leading positions. VASCage sees equality and diversity as a key concern to ensure research and innovation at the highest level and to recruit and retain the best minds in our company.

We value the diversity of our employees, are committed to equal treatment and equal opportunities and oppose any discrimination based on gender, origin, ethnicity, age or sexual orientation. We attach great importance to a working environment in which everyone feels safe and accepted and can fully develop and be promoted according to his or her individual strengths and talents. We consider such an environment a prerequisite for new ideas and creative approaches to emerge, flourish and be implemented. A free environment promotes free thinking. It goes without saying that we have a zero-tolerance policy regarding sexual harassment or even violence.

With our Gender Equality Plan (GEP), we pursue the goal of optimising our open and appreciative corporate culture by further improving gender equality and inclusion in our company. We want to achieve gender equality awareness among all our employees. We ensure that equality and anti-discrimination are reflected in all processes, actions, decisions, internal communication and external presentation. This tolerant, open-minded attitude should be consciously lived by each and every one of us and integrated into research and its transfer into practice.

## 2 Integration of gender aspects into research content

Gender issues also play a major role in our concrete scientific content as a medical research centre. Personalised medicine is one of our research priorities. It aims to provide all people with a tailor-made treatment by taking into account all relevant individual factors. As part of the Gender Equality Plan, we are further extending and improving this approach. We analyse our entire research process from a gender perspective, and we integrate gender issues into the entire process from the formulation of the research question to the final introduction of an innovative product or service into practice.

## 3 Goals of our Gender Equality Plan

- Individually optimised work-life balance and open corporate culture
- Gender balance in management and decision-making functions
- Gender neutrality in hiring and targeted career advancement for women in science
- Integration of gender awareness in research content
- Workplace safety from sexual harassment or violence

### 3.1 Measures

Our Gender Equality Plan is divided into the following five long-term phases: Audit, Planning, Implementation, Monitoring and Review.

A long-term plan for the period 2023-2027 is available. From this, concrete measures are derived for each financial year related to the overarching goals formulated above. The indicator-based process is integrated into the overall corporate strategy. In the process, the success of the implemented measures is evaluated on

a quarterly basis with regard to the achievement of objectives. The current tasks are discussed with the GEP team approximately every four weeks, at least four times per year. The other VASCage employees are informed during the regular team meetings.

We start with a thorough, self-critical and ongoing analysis of all processes. This identifies and defines the crucial areas where priority action is needed. The analysis is carried out through a defined process of data collection and qualitative assessment of the content-related areas by the Gender Equality Team. The concrete measures in the defined areas are then planned and implemented in detail and progress is monitored and published annually.

### 3.2 Dedicated Resources

The GEP is implemented by a Gender Equality Team and monitored by our company's Gender Officer, Carola Hanisch. The tasks are clearly assigned in the GEP.

In addition to Ms Hanisch, the Gender Equality Team also includes four more members of diverse VASCage departments.

### 3.3 Data collection and monitoring

Within the framework of the GEP, a process is in place that defines the relevant indicators, collects the baseline data, manages the collection of data in compliance with data protection regulations and regulates monitoring.

### 3.4 Gender Equality Training and Capacity Building

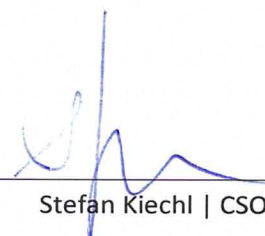
Gender equality training activities engage VASCage GmbH as a whole organisation with all staff and decision-makers. They are based on evidence-based assessment of the needs within VASCage. An ongoing and long-term process of gender training and capacity building is created. Workshops and trainings are raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity.

Concrete measures are e.g. internal workshops starting with the general presentation of the GEP and then focussing on special issues such as

- National laws and regulations relevant to gender equality
- Gender neutrality in language
- Gender medicine



Matthias Ullrich | CEO



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