



SweGaN's Gender Equality Plan

SweGaN follows a gender equality plan that covers several elements of our company strategy and activities, including resources, publications, data collection, data monitoring, content, and training. We also consider topics, such as equal access to employment, equal pay, protection of parenthood, conciliation of professional, personal, and family life, and equal working conditions.

According to the United Nations, gender equality refers to the “equal rights, responsibilities and opportunities of women and men and girls and boys”¹. SweGaN strives for gender equality and avoiding any form of discrimination, based on sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age.

SweGaN has developed an action plan to ensure that we meet all our gender equality goals:

1. SweGaN's Organizational Values and Culture - Work-life balance and focus on family values:

Maternity and paternity leaves are guaranteed according to Swedish law. After the completion of parental leave, employees are provided with the same responsibilities and working time as before the leave, unless differently agreed with the employer concerning working hours. Whenever possible, we will provide flexible work times to enable reconciliation of work and family life.

2. Gender-based violence and sexual harassment prevention

Our HR team is responsible to ensure a safe environment at SweGaN. Safety is one of the core values of our company and we see it as an unnegotiable necessity to provide a safe workspace free from gender-based violence and sexual harassment.

To prevent any incidents involving gender-based violence and sexual harassment, we will raise awareness regarding these issues with the help of our HR staff.

In addition, we will adopt a communication approach free from gender biases, aiming to balance the representation of men and women in both internal and external communications campaigns.

3. Gender-equality in recruitment and gender-balance in leadership

We promote a gender-sensitive approach in the recruitment and career development of SweGaN's partners and trainees. Starting a career as a project manager could be challenging. The firm will ensure that all trainees receive adequate mentorship and support to set their professional path as project managers.

While the Gan-Sic materials industry leaders have historically been men in the majority of cases, we would like to contribute to a change in our sector, by providing education and training, specifically to women.

¹ <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>



4. Data collection around gender equality

We will continuously be collecting data around gender equality, the participation of women in our company, as well as all other actions related to gender equality. This data will be closely monitored and followed up.

5. Integration of gender-dimension into research

Semiconductor research is inherently gender-neutral and does not require the integration of gender-dimension into research.

Jonas Nilsson, CEO

A handwritten signature in blue ink, appearing to read "Jonas Nilsson", is written over a solid black horizontal line.