



Title: Swegan – Gender Equality Plan Date: May 07th, 2024

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Introduction

This document describes 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. “

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/or age.

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

Documents associated with this document

The documents listed below are to be read in conjunction with this instruction.

Document number	Name
100097	Employee Handbook

Abbreviations

Abbreviation	Explanation
HR	Human Resources

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, the employees are provided with the same responsibilities and working time as before the leave, unless differently agreed with

the employer concerning working hours or responsibilities. Whenever possible, SweGaN will provide flexible working hours to enable reconciliation of work and family life.

2. Gender-based violence and sexual harassment prevention:

Our Human resource team (HR) is responsible to ensure a safe environment at SweGaN. A safe environment is one of the core values of our company and we see it as an unnegotiable necessity to provide a safe work environment 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 HR. 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 communication campaigns.

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

SweGaN promote a gender-sensitive approach in the recruitment and career development of SweGaNs partners and trainees. Starting a new role within the company could be challenging, the company will ensure that all trainees receive adequate mentorship and support to set their professional path within their new role.

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

4. Data collection concerning gender equality:

SweGaN will continuously be collecting data concerning gender equality, the participation of women in our company, as well as 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.