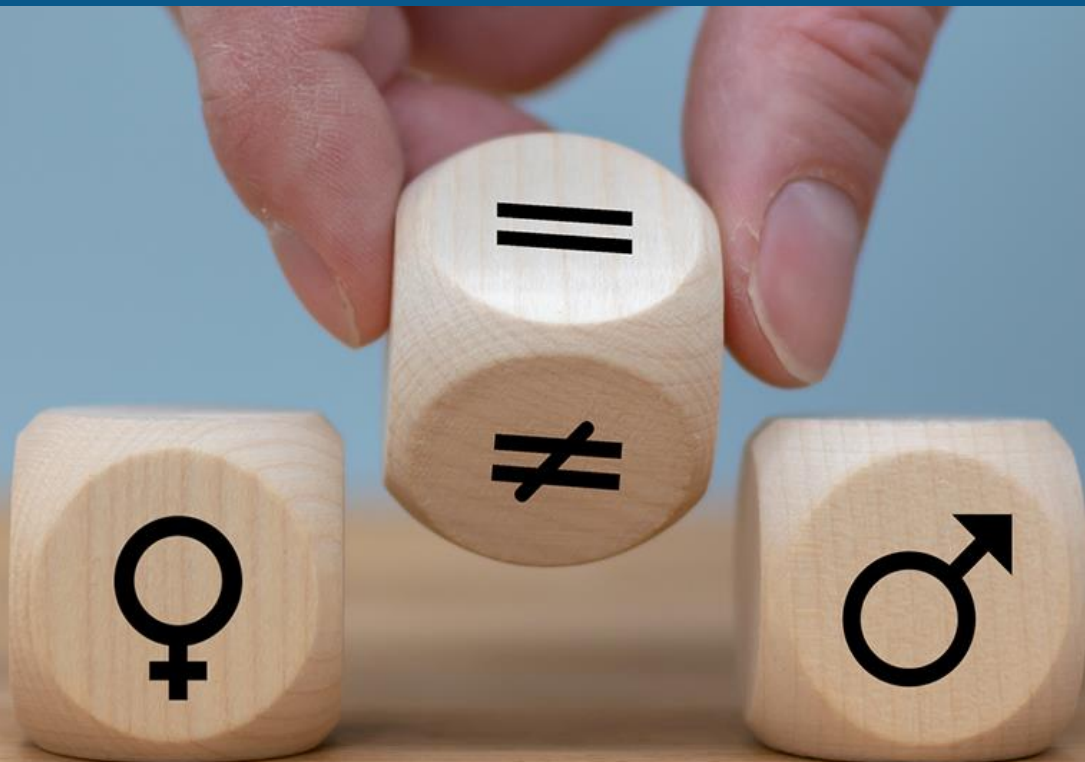


ISCC GENDER EQUITY PLAN



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Content

- 1 Purpose..... 4
- 2 Mission..... 4
- 3 Fields of actions..... 4
- 4 Current Gender Equity Assessment..... 5

1 Purpose

The Gender Equity Plan of ISCC sets out key principles, objectives and measures to promote equal opportunities for women, men and gender diverse people. The aim of the Gender Equity Plan is to achieve equal participation of women, men and gender diverse people in ISCC, which, inter alia, includes the avoidance of gender-specific disadvantages, the filling of job openings on equal terms oriented on the quality of the applicants at all qualification and employment level.

Equal participation of all genders in ISCC

2 Mission

ISCC is seeing gender equity as part of the organizational culture and implements it in all its interactions internally as well as with external stakeholders, to the extent possible.

Respectful work environment as part of the organizational culture

ISCC is fully committed to a respectful work environment. All employees regardless of gender are entitled to be treated with dignity, courtesy, and respect. They shall not be subject to any form of discrimination, harassment, or abuse at the workplace.

3 Fields of actions

ISCC is committed to continue promoting an overarching culture of gender equality and including it in its daily activities.

Language, leadership and worker rights

Zero-tolerance towards any form of discrimination is part of the company culture and, as such, incorporated in the Company Codex.

Gender appropriate language is considered in all official communication. There is no any type of discrimination during the recruitment and selection process.

Women, men and gender diverse people are equally encouraged to take part in leadership workshops.

ISCC encourages reconciliation of work and family life. ISCC has various measures in place to achieve this goal. Like introducing of family-friendly core working times and a hybrid work model allowing for three flexible days of home office, additional days off for Christmas Eve (24th December) and New Year's Eve (31st December) and extensive re-integration after parental leave. Additionally, ISCC work contracts do not exclude Section 616 in German Civil Code, meaning that the regular salary payment continues when an employee takes care of a sick child. As far as conditions allow all individual requests to increase or decrease working hours are considered. Part-time employees are granted the same development and training opportunities as full-time employees.

ISCC is aiming to have gender balanced teams and is working continuously to promote gender equity in ISCC. At the same time, recruitment is made solely on competence, and candidates are not discriminated or given advantage due to their gender.

The listed fields of action are not exhaustive and the HR department will assess gender equity once a year and, in case it is needed, suggest new adequate measures.

4 Current Gender Equity Assessment

As of March 2023, 72% of all employees of ISCC (including working students) are women. Among the permanent employees, 70% are women. Whilst the top management (both managing directors and the director) are male, the middle management is dominantly female (with total of 89%). When it comes to part time working, 100% of employees working part time are female, however they make up only a minor percentage of all permanent employees, namely 6%.

*High female
participation in
ISCC*