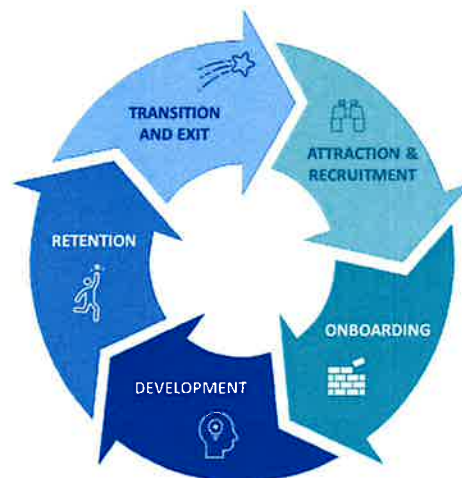




Battery4Life

[Optimized Safety and Increased Sustainability of Batteries]

G E N D E R E Q U A L I T Y P L A N



P o l i c y D o c u m e n t o f t h e
B a t t e r y 4 L i f e G m b H

Doc Nr.: PD-102

version: 1.0

valid from: 01.09.2025

4 WHAT

WHICH PURPOSE ARE WE AIMING AT?

- 1 **Gender equality is a fundamental value of the Battery4Life GmbH. It is essential for the overall success of our COMET Centre.** Hence, this gender equality plan is the core document to define our objectives for gender equality, to agree on specific measures and to monitor and further develop them.
- 2 **We strongly focus on gender balance and on establishing female presence at senior level** while being challenged by the glaring underrepresentation of women in Science, Technology, Engineering, and Manufacturing (STEM). The special purpose of this Policy Document is the systematic support for a successful recruitment and for an ambitious advancement of female employees.
- 3 **We integrate the gender dimension into our research content.** Gender mainstreaming aspects incorporated in R&D content and research methodologies contribute to (i) to enthuse women for science, technology, and industrial innovation; (ii) to gain R&D results which allow a better integration of female-driven aspects in battery industry applications; (iii) to involve more women in the academic education in order to again attract more women carrying out technical studies and research efforts.
- 4 **We establish a Centre culture of diversity**, acknowledging gender mainstreaming as one perspective of diversity. Battery4Life is aiming at a multi-faceted work force in terms of various origins, cultural backgrounds, political attitudes, religious convictions, sexual orientations, or other individual preferences. Basic values like mutual esteem among any employees apply both for gender quality and other diversity dimensions as well.
- 5 **We provide promising career paths.** This systems approach applies for each employee of Battery4Life, but even more for female ones in order to afford them senior level positions as soon as possible.

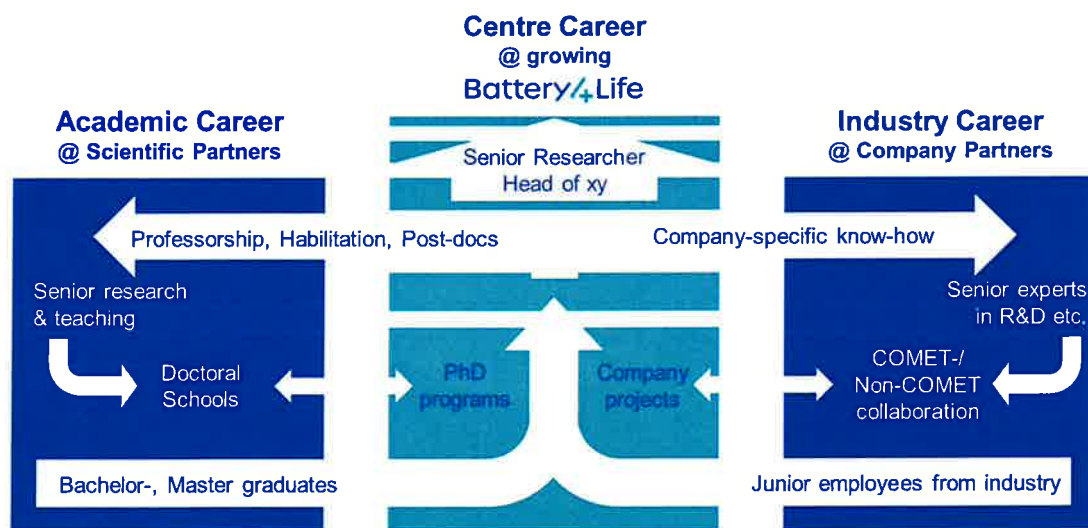


Figure 1. Career paths facilitated by Battery4Life (source: Battery4Life Recruitment Strategy with special emphasis on gender balance and strong female presence at senior level, 2025)

1. INTRODUCTION

- 6 Battery4Life is a newly established Austrian research centre for the safety and sustainability of batteries, publicly co-funded by the Republic of Austria and its Provinces of Styria and Upper Austria. It is executed by the Battery4Life GmbH founded in April 2025 and collaborating with national and international partners from industry and academia.
- 7 The Vehicle Safety Institute at Graz University of Technology (VSI TU Graz) is the scientific backbone of Battery4Life. Hence, sound knowledge based on basic research and on industry experiences is given. On the other hand, the new legal entity Battery4Life GmbH is a young organization that is eager to establish professional structures and processes as fast as possible. Despite not being able to allocate resources to specific gender mainstreaming officer positions in these early days of our Centre, the implementation of gender equality measures is covered by the Centre Executive Board (CEO, CTO, CFO) itself. It instructs other employees in leadership functions like the Area Managers to apply mindset and measures of this HR Strategy in daily business.

2. OUR DIMENSIONS FOR GENDER EQUALITY MEASURES

In concretization of the preamble section, we strive for a vital gender equality working environment by addressing the following dimensions. As we are currently facing the need to catch up with more female- and diverse gender employees, the fields of activity are focused on strengthening the shares of female and diverse work force.

- 8 **Boosting the share and career advancement of female employees.** While the achievement of the target value of 25% female scientists of all scientific employees (by FTE) is pursued as a first step into a gender-balanced team, we pursue to achieve a strong female presence at senior level in the medium run. We particularly stimulate the scientific performance of women, the specific career advancement of female young academics, the raise of the female shares in graduations, habilitations and professorships.
- 9 **Integrating gender mainstreaming aspects in our R&D content and research methodologies** contribute
- to enthuse women for science, technology, and industrial innovation;
 - to gain R&D results which allow a better integration of female-driven aspects in battery industry applications;
 - to involve more women in the academic education in order to again attract more women carrying out technical studies and research efforts.
- 10 **Anchorage of diversity within the Centre culture.** The diversity of the researchers and their individualistic mind-sets heavily influence the likelihood of achieving scientific top performances, solution oriented, innovative research, and excellent team work. Battery4Life pursues a manifold and open research and collaboration culture from which interesting novel approaches and solutions arise.
- 11 **Prevention of gender-specific harassment.** While the before mentioned aspect of building a Centre culture of diversity is focused on amplifying positive factors, establishing both the attentiveness in our minds and concrete measures as well against any kind of gender-specific violence or even sexual harassment is key element of our organizational culture.
- 12 **Work-Life-Balance.** Implementing a family-friendly organizational culture and environment will attract and keep a diverse work force in our Centre. Moreover our perspective in this matter is not only limited to the scope of our Centre: The more our male employees are able to contribute to family or caring issues, the better their (female) partners can pursue their career paths.

3. MONITORING, RESOURCES, MEASURES & TRAINING

We see our gender-equality dimensions strongly interlinked with the core types of activity:

- Monitoring: We survey the current status and its deviation from our targeted development. (MON)
- Resources: We provide resources to monitor, take measures and train our staff. (RES)
- Measures: We take concrete measures to achieve the targeted development. (MEA)
- Training: We train our staff so that anybody can contribute to a gender balanced team. (TRAIN)

From this basis, a comprehensive list of gender equality activities can be derived.

Gender Equality Dimensions	Gender equality activities
Boosting the share and career advancement of female employees	▪ offer gender awareness trainings for all employees, mandatory for all teamleaders and managers (TRAIN) ▪ employer-branding as a family company (MEA) ▪ gender sensitive language in internal-, external communication & job advertisements (MEA, TRAIN) ▪ active collaboration with and participation in womens' networks (FEMTech, International Network of Women Engineers and Scientists INWES) (RES, MEA) ▪ promoting the active participation of female employees in the network "Women in engineering" of TU Graz (RES) ▪ inviting female employees from shareholders and partners for inspiring talks at the Centre (MEA) ▪ active stimulation of international research mobility for female scientists (MEA) ▪ participation in career fairs targeting females (e.g., virtual career fair MINTMe) (MEA) ▪ promoting female master students with yearly scholarships (TRAIN) ▪ create Battery4Life internal womens' network to strengthen collaboration and support within peer-group (RES) ▪ leadership training for female researchers (TRAIN) ▪ positioning female executives in the spotlight to establish powerful Centre-wide role-models (MEA) ▪ support and promote female Centre scientists in obtaining EU-Funding: Marie Skłodowska Curie Actions, FEMtech (FFG) (RES, MEA) ▪ attracting young females by ○ organization of open girls-day, targeting young women and girls with the aim of enthusing them early for science (MEA) ○ participation in the TU MINKT laboratory to attract young female pupils (MEA) ○ installing training possibilities for young female pupils to get to know the Centre (TRAIN) ○ installation of internship programs for girls aspiring to a career in STEM (RES)

	○ holiday internship at the Centre for young females (RES) ○ organising FEM IN TECH workshop at “International Day of Women and Girls in Science” (MEA) ○ mentoring pre-scientific work in schools (for female pupils)
Integrating gender mainstreaming aspects in our R&D content and research methodologies	▪ diversity-driven R&D in battery technology (MEA), e.g. on ○ different gender-specific approaches in applying battery systems, both in vehicles and other applications ○ interrelationship between diverse socio-economic environments and mobility behaviors ○ different gender-specific perspectives of safety perception in the development of decision systems and parameters like SOS (State of Safety of Batteries) ▪ bridging technology-driven research to other R&D disciplines, like legal or economic dimensions or materials science (MEA) ▪ mentoring system in close collaboration with all scientific partners: connecting female junior scientists with women in leading academic positions (professors, senior scientists) to strengthend female R&D topics (TRAIN)
Anchorage of diversity within the Centre culture	▪ setting of specific gender equality targets and monitoring Centre situation against respective KPI (above all target share of 25% women of all scientific employees at the Centre) (MON) ▪ gather gender-disaggregated data to map equality-situation in the Centre (MON) ▪ integrate equality-promoting practices in recruitment, such as blind screening, establishment of at least 50:50 gender balances on shortlists, ensuring diversity in interview panels (MON, MEA) ▪ safeguarding compliance with gender equality core values during recruiting decisions of male candidates (MON) ▪ establish a Centre culture where diverse mindsets and opinions are welcome (as long as they do not interfere with the Centre’s core values, e.g. on gender equality issues as well) (MEA)
Prevention of gender-specific harassment	▪ establish a Centre culture where active feedback is welcome (MEA) ▪ establish a whistle-blower system for cases where anonymity might be necessary (MON, RES) ▪ appoint an ombudsperson for gender-equality (RES) ▪ develop each team member’s attentiveness on gender specific harassments (TRAIN)
Work-Life-Balance	▪ flexible worktime, part-time, parental leave for all female and especially also male staff members (RES) ▪ partially remote working models (RES) ▪ cooperation with childcare options close to Centre premises, like the childcare organization Nanoversity at TU Graz (MEA) ▪ family-friendly meeting schedules (MEA) ▪ offering possibilities for caring options during holidays, in cooperation with scientific partners and shareholders (TUIT courses, KinderUni...) (MEA)

- 13 Finally, it must be mentioned that we are aware of the comprehensiveness of the before listed activities and our inability to address all of them right now. However, this bunch of gender equality activities shall document our willingness and competence to incorporate them step by step in our growing Centre organization.
- 14 We annually review the GEP implementation on top management level.

Graz, 1st Sept 2025



Dr. Christian Ellersdorfer
CEO & CSO



Dr. Jörg Moser
CTO & Authorized Signatory



Mag. Heimo Theuretzbacher-Fritz
CFO & Authorized Signatory