

Gender Equality Plan of the West German Study Group

according to the requirements of the EU Regulation (EU) 2021/695
of the European Parliament and of the Council of 28 April 2021

The West German Study Group (WSG) is an academic study group that aims to optimize clinical breast cancer therapy and the tolerability of given therapy concepts for each individual patient. The WSG was founded in 1994 by Mrs. Nitz, who worked as an employed gynaecologist during this time. From 2000, she worked as a professor of gynaecology at the Heinrich-Heine-University in Düsseldorf. The fact that women held such positions in the world of gynaecology was not a given in the early 1990s, and Dr. Nitz was very committed to promote and include other women in the field of clinical research.

Ever since, and especially because of this background, the inclusion and equality of women has been a very high priority of the WSG. In accordance with the requirements of the EU, the WSG now also ensures that equality is

1. continuously promoted and ensured

2. measured to learn from this data and to further develop steps to improve the equal treatment of employees

3. enhanced through training.

A supportive and family-friendly policy aiming to achieve equal opportunities for all employees ensures, among other things, that research projects are carried out not only with efficiency and power, but also with empathy, subtlety and skill, and are positioned in such a way that they can have a long-term impact on the success of our company. WSG's objective, therefore, is to ensure that its human resources policy remains opportunity-oriented, supportive and family-friendly.

1. continuous promotion of equality in the company.

WSG sees itself as a multicultural, international and modern team, which combines different fields of work (medicine, statistics, data management, project management, management and support of clinics and study nurses). Such a working environment is exemplary with working in clinical research and we are happy to pass it on. As a matter of principle, employees are hired and/or invited to interview regardless of their gender, religion, or appearance. Part-time employment is possible at WSG.

Moreover, equality can only be maintained through the active involvement of employees. This begins with listening to the concerns and problems of the employees. To this end, two trust offices have been set up to which employees can contact to confidentially deal with all issues relating to the violation of equality, gender-specific violence or sexual assault are dealt with in confidence.

2. Quantitative representation

A measurable representation and regular review of equality represent an important tool in the company's Continuous Improvement. For this reason, the following key figures are presented and reviewed annually:

- 28 employees worked at WSG in the period from 2022 - 2023. Out of these, 65% of employees were women and 35% were men.
- The percentage distribution of women and men in management positions is as follows: 50% are women, 50% are men.
- The percentage distribution of women and men on the Board of Directors (Board) is 50% women vs. 50% men.
- 34% of the employees are working part-time. All employees are free to work in a home office or to reduce/increase their working hours in the long term. As a matter of principle, care is taken to ensure that overtime is reduced in a timely manner and that employees maintain a healthy work/life balance.

If it is evident that employee distribution changes throughout the next years, possible reasons as well as their solutions will be discussed together with the management.

3. Expansion of equality through promotion and training.

Language is power. Therefore, raising awareness of gender equality and reducing unconscious gender bias in everyday life is an important part of an open work culture. This will be communicated to employees in training sessions over the course of the next few years and continuously improved.

Mönchengladbach, 19.10.2023

Place, Signature

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Dr. Marina Mangold

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Dr. Marina Mangold, CEO