

Gender Equality Plan MS1P e.V.

Preamble

Molecular Simulations from First Principles e.V. – MS1P is a nonprofit association promoting education and basic research in computational materials science and engineering (including biophysical research). Our areas of expertise are electronic structure theory and computational simulations of molecules and solids.

With this document, the Board of Directors of MS1P e.V. presents the gender equality plan for the period 2024 to 2027. The creation and implementation of the equality plan is the responsibility of the Board of Directors. However, achieving our equality goals can only be successful if the task is supported at all levels including all employees at MS1P e.V.

MS1P e.V. is committed to equal opportunities for all employees, regardless of gender, origin, religion, disability, age, social background, and sexual identity. Equality between women, men and non-binary genders is practiced in the MS1P e.V. The board of directors is committed to equal opportunities and to promote all genders according to their professional and social skills and potential.

The gender equality work at MS1P e.V. is based on the following legal foundations:

- Basic Law for the Federal Republic of Germany, Article 3¹
- General Act on Equal Treatment (AGG)²
- Federal Equality Act (BGleG)³

Current status and monitoring

The following statistic is provided to give an overview of the personnel situation (based on the end of the 2024 financial year, reporting date 10.12.2024).

The Board of Directors consists of 3 members, of whom 1 is a woman and 2 are men. As an association, MS1P e.V. is a membership organization with currently 12 members, of which 3 are women and 9 are men. At this date, a total of 6 people are employed at MS1P e.V., of whom 1 is a woman and 5 are men.

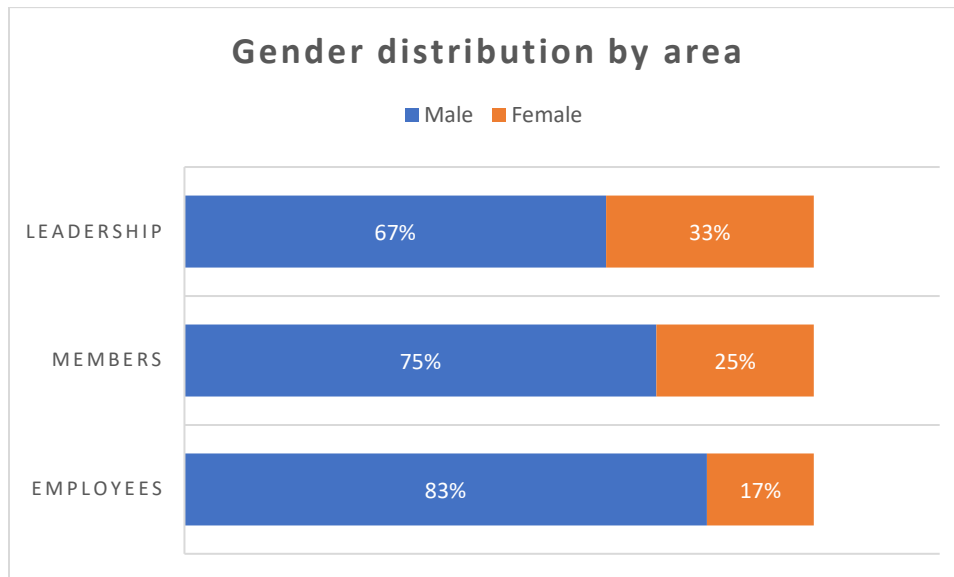
Even though a 20-30% female ratio is common for the professional areas where MS1P is active (theoretical and computational physics, chemistry, material science) we are committed to improve the proportion of women and men in particular at the levels of members and employees.

¹ https://www.gesetze-im-internet.de/englisch_gg/

² https://www.gesetze-im-internet.de/englisch_agg/

³ https://www.gesetze-im-internet.de/bgleig_2015/BJNR064300015.html

The following figure illustrates the above data for the year 2024.



The data collection will be continued for annual monitoring, which enables the analysis of the gender ratio in the different areas and accompanies the development and implementation of gender equality-oriented measures.

Targets

MS1P e.V. is convinced that structural discrimination against sexual identity, origin, religion, disability, age or social background should be prevented from the outset through targeted support. Furthermore, we see it as our duty to actively combat discrimination of any kind and to take appropriate measures to prevent it.

The specific goal of promoting and increasing the proportion of women at management level and among employees in general is supported by internal regulations of MS1P e.V. such as the guidelines for flexible working. In particular, the aim is to stabilize and, if necessary, further increase the proportion of women at the management.

Activities to achieve the Targets

Flexible working hours, the opportunity to work from home, family-friendly meeting times and temporary part-time employment are measures that support employees at MS1P e.V. in reconciling work and family life and caring for relatives. Currently, one employee at MS1P e.V. is making use of the opportunity to take parental leave and afterwards reduce his working hours from full-time to part-time for one year in order to actively engage in his family commitments.

In order to increase the proportion of women in management positions and among the employees, a targeted approach to suitable female candidates with an invitation to apply is an effective measure. In addition, targeted personnel development for potential internal female

candidates in management positions could also be considered. At MS1P e.V. 1 out of 3 directors of the board of the association are female.

In order to create a respectful, safe and inclusive work environment, MS1P has named a person of trust (Mrs. Anna Lutz) who can be consulted in the event of experiencing discrimination or gender-based violence, including sexual harassment.

The employees of MS1P e.V. are encouraged to consciously use gender-sensitive language.

Berlin, December 16, 2024



Matthias Scheffler
Chairman of the Board



Volker Blum
Board Member



Mariana Rossi
Board Member