

Promotion of gender equality

Equal opportunities for everyone

Women make up a third (33.33%) of our workforce and almost half of the total population. We are therefore actively committed to promoting their career advancement through equal opportunities, mentoring, fair pay and the elimination of prejudices. Although our goals are based on a binary understanding of gender, we also recognize non-binary gender identities. At Luana, we pursue an intersectional approach in our strategies and measures. This means, among other things, that we include all people who identify as women in initiatives to promote the proportion of women in the energy sector. ■

Our goal:

We have set ourselves the goal of increasing the proportion of women from the current 33.33% to at least 40%—ideally 50%—by 2024.

Our measures to achieve the goals:

- Introduction of a mentoring program for women
- Training for managers and employees in the area of human resources

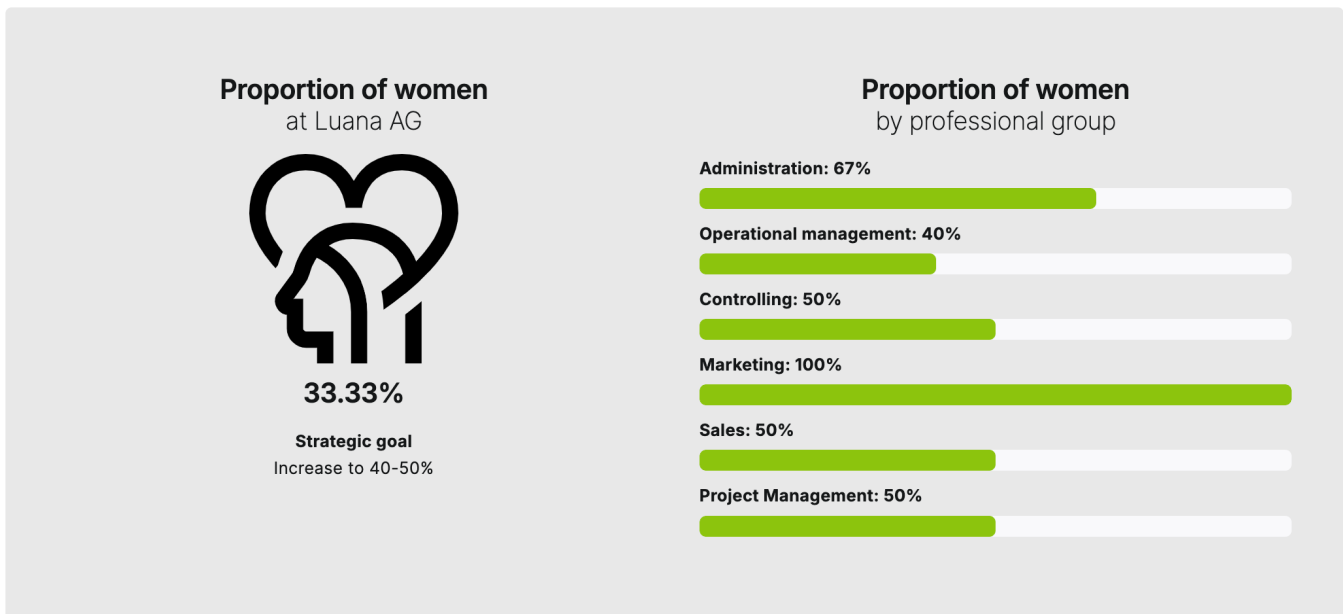
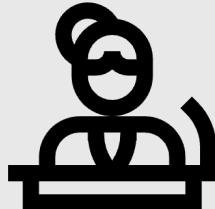


Image above: "Demographic company data of Luana AG for the period 1.1.-31.12.2023" © Luana AG, 2024

Proportion of women
in management positions



50%

Proportion of women
in the top 3 management levels

Board of Directors: 0%

Vice President: 0%

Head: 75%

Image above: "Demographic company data of Luana AG for the period 1.1.-31.12.2023" © Luana AG, 2024

Gender
in 2023



Men: 66.67% Women: 33.33%

Diverse: 0%

Strategic goal

Increase the proportion of women to 40-50%

Generation
in 2023



Under 21 years: 0.0%

21 - 30 years: 38.89%

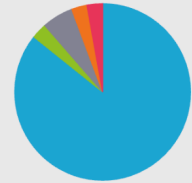
31 - 40 years: 25.0%

41 - 50 years: 27.78%

51 - 60 years: 8.33%

Over 60 years: 0.0%

Internationality
in 2023



Germany: 83.33% India: 2.78%

Iran: 5.55% North Macedonia: 2.78%

Turkey: 2.78%

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