FORMAL DOCUMENT · VERSION 1.0 · 15 NOVEMBER 2026

Gender Equality Plan

GEP

Plan of LISI Leber Institute for Sustainable Innovations GmbH & Co. KG for gender equality. Adopted by the management on 15 November 2026.

Publicly available at https://lisi.live/gender-equality-plan/

ORGANISATION	LISI Leber Institute for Sustainable Innovations GmbH & Co. KG, Linckestraße 5, 63452 Hanau, Germany (Local Court of Hanau, HRA 94419)
DOCUMENT	Gender Equality Plan (GEP)
VERSION	1.0
ADOPTED ON	15 November 2026
ADOPTED BY	Management: Martin Leber, Managing Director of the general partner Dr. Leber Datentechnik GmbH
PERIOD OF VALIDITY	15 November 2026 to 31 December 2029. The plan remains in force beyond that date until a successor version has been adopted.
RESPONSIBLE BODY	Management
CONTACT	info@lisi.live
LANGUAGE VERSIONS	Deutsch (maßgeblich) • English (translation). The German version is authoritative.

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Purpose and scope

LISI Leber Institute for Sustainable Innovations GmbH & Co. KG (hereinafter “LISI”) is committed to gender equality and to a working environment free from discrimination, harassment and violence. All staff are to have the same opportunities regardless of their gender.

This Gender Equality Plan sets out the resources, data, training and measures with which LISI pursues this aim. It is aligned with the four mandatory process-related requirements that the EU framework programme Horizon Europe places on gender equality plans, and it covers the five recommended thematic areas.

The plan applies to the management and to all staff of LISI, irrespective of contract type and working hours. It is applied accordingly to members of bodies, in particular the scientific advisory board, and to cooperation with project partners, contractors and guests, to the extent that LISI has influence over it.

In this plan, “gender” covers women, men and persons with a non-binary gender identity. The plan supplements statutory law, in particular the German General Act on Equal Treatment (Allgemeines

Gleichbehandlungsgesetz, AGG). Statutory rights and obligations remain unaffected.

The type and extent of the measures are adapted to the size, structure and resources of LISI. The plan is an organisational self-commitment. It does not create individual legal claims beyond those provided by law.

Mapping to the Horizon Europe requirements

REQUIREMENT	IMPLEMENTATION IN THIS PLAN
Public document: a formal document published on the website, signed and adopted by the top management	Section 2 and Section 9
Dedicated resources: resources and expertise in gender equality to implement the plan	Section 3
Data collection and monitoring: sex/gender-disaggregated data on personnel and reporting at least every two years based on indicators	Section 4
Training: awareness raising and training for staff and for decision-makers	Section 5
Recommended thematic areas with measures and targets	Section 6 (6.1 to 6.5)

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Adoption, publication and communication

- This plan is a formal document of LISI. The management, as the top management level, adopted and signed it on 15 November 2026 (Section 9).
- The plan is publicly available on the LISI website at lisi.live/gleichstellungsplan/. This English translation is available at lisi.live/gender-equality-plan/. The German version is authoritative.
- The plan is communicated to all staff. New staff are informed of it when they join.
- Earlier versions remain available through the version history (Section 8).

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Resources and expertise

LISI provides the following resources and gender equality expertise for the implementation of this plan.

RESPONSIBLE BODY	The management bears overall responsibility for implementing this plan and is the contact point for gender equality matters. It may assign operational implementation to a named person. The appointment is communicated to staff.
HUMAN RESOURCES	The responsible body devotes working time to implementation, data collection, reporting and training to the extent required. Staff take part in awareness-raising and training activities during working hours.
FINANCIAL RESOURCES	Funds for training, specialist information and external advice are provided as needed from the current budget.

EXPERTISE	The necessary gender equality expertise is ensured through further training of the responsible body, through the use of recognised specialist resources (in particular the GEAR tool of the European Institute for Gender Equality and the guidance of the European Commission) and, where needed, through external experts.
CONTACT	Questions and comments on this plan: info@lisi.live

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Data collection and monitoring

4.1 Data collection

LISI collects sex/gender-disaggregated data on its personnel every year as at 31 December, for the first time as at 31 December 2026 (baseline). The data are taken from personnel administration. The categories recorded are female, male, diverse and not specified.

4.2 Indicators

NO.	INDICATOR	BREAKDOWN
I1	Total staff	Headcount by gender
I2	Staff by function group	Management and decision-making functions, scientific and technical staff, administration, each by gender
I3	Working hours and contract type	Full-time and part-time, fixed-term and permanent, each by gender
I4	Staff movements	Applications, recruitments and departures in the reporting year, by gender
I5	Management functions and bodies	Composition of the management, project leads and the scientific advisory board, by gender
I6	Awareness raising and training	Participation by target group (staff, decision-makers) and gender
I7	Work-life balance	Take-up of parental leave and part-time work, by gender
I8	Reports and complaints	Number of reports of discrimination, sexual harassment or gender-based violence and status of handling
I9	Gender dimension in research and innovation	Share of funding proposals with a documented relevance check (Section 6.4)

4.3 Reporting

Based on these indicators, the responsible body prepares a progress report at least every two years. It sets out the status of the data and of the measures. The first report will be submitted by 15 November 2028 at the latest. The management discusses the report and decides on adjustments to the plan.

4.4 Data protection

The data are processed in accordance with the General Data Protection Regulation (GDPR) and the German Federal Data Protection Act (BDSG). Reports contain aggregated information only. Groups of fewer than five

persons are not shown separately.

The progress report is kept internally and is made available to the European Commission or the competent granting authority on request. A summary is published on this page to the extent that this is possible without allowing conclusions to be drawn about individual persons.

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Awareness raising and training

LISI carries out awareness-raising and training activities on gender equality. They are explicitly addressed to two target groups:

- **all staff** and
- **decision-makers**: the management, project and team leads, and all persons involved in decisions on recruitment, remuneration or appointments to functions and bodies.

CONTENT	Fundamentals of gender equality; unconscious gender biases and stereotypes and their influence on decisions; rights and obligations under the AGG; recognising and dealing with sexual harassment. In addition for decision-makers: bias-aware recruitment and performance assessment.
FREQUENCY	Each of the two target groups takes part in an activity at least once per two-year reporting period, for the first time by 15 November 2028.
FORMAT	E-learning, webinar or workshop. Freely available courses from recognised bodies may be used.
NEW STAFF	New staff are informed about this plan, their rights and the contact points when they join.
RECORD	Participation is documented (indicator I6).

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Thematic areas: measures and targets

The following measures and targets apply for the duration of this plan. The management is responsible unless stated otherwise. The targets are reviewed with each progress report and adjusted where necessary.

6.1 Work-life balance and organisational culture

> AIM
>
> To support the reconciliation of work, family and care, and to secure respectful cooperation free from discrimination.

NO.	MEASURE	INDICATOR	TARGET AND TIMEFRAME
M1.1	Working hours and place of work are arranged flexibly within operational possibilities, for example through part-time work, flexitime or mobile working. Requests are assessed case by case.	I3, I7	Every request is assessed and answered. Ongoing.
M1.2	Regular meetings are held within usual core working hours where possible. Childcare and care responsibilities are taken into account when scheduling.	Staff feedback	Ongoing.
M1.3	In cases of maternity protection, parental leave and care leave, LISI provides information on statutory entitlements, offers to keep in contact during the absence and holds a return-to-work conversation.	I7	Offered to everyone concerned. Ongoing.
M1.4	Job advertisements and external communication use gender-fair, non-discriminatory language and imagery.	Sample check in the progress report	Ongoing.

6.2 Gender balance in leadership and decision-making

> AIM
>
> A balanced representation of genders in management functions and bodies.

NO.	MEASURE	INDICATOR	TARGET AND TIMEFRAME
M2.1	When filling management functions, project lead positions and seats on bodies, in particular the scientific advisory board, LISI works towards a balanced representation of genders. Suitable persons of the under-represented gender are approached specifically. Selection is based on aptitude, qualifications and professional performance.	I5	A balanced composition is aimed for. At every appointment.
M2.2	The composition of management functions and bodies is recorded by gender every year and presented in the progress report.	I5	Annually.
M2.3	Decision-makers take part in the training under Section 5.	I6	At least once per reporting period.

6.3 Gender equality in recruitment and career progression

> AIM
> Equal opportunities in recruitment, remuneration and professional development.

NO.	MEASURE	INDICATOR	TARGET AND TIMEFRAME
M3.1	Job advertisements are worded in a gender-neutral way (Section 11 AGG). Requirement profiles contain job-related criteria only.	Share of advertisements checked	All advertisements. Ongoing.
M3.2	Selection decisions are made on the basis of job-related criteria defined in advance, and are documented.	I4	In every selection procedure.
M3.3	Equal pay is paid for equal work or work of equal value (Article 157 TFEU, German Transparency in Wage Structures Act). Remuneration is based on job-related criteria.	Review in the progress report	Every two years.
M3.4	Further training, project responsibility and development opportunities are open to all regardless of gender and working hours.	I2, I6	Ongoing.

6.4 Integration of the gender dimension into research and teaching content

> AIM
> Sex and gender aspects are taken into account in research and development wherever they are relevant to the subject matter.

NO.	MEASURE	INDICATOR	TARGET AND TIMEFRAME
M4.1	For every funding proposal under Horizon Europe, the project lead checks whether and how the gender dimension (sex and gender analysis) is relevant to the research question, the methodology and the exploitation of results, and documents the outcome. For other research and development projects the check is carried out where possible.	I9	All Horizon Europe proposals. From adoption. Responsible: project lead.
M4.2	The check takes account of LISI's fields of work: collaboration between humans, AI and robots (for example ergonomics, safety design, acceptance), AI systems (for example bias in data and models), and urban resilience and climate adaptation (for example differences in exposure and use).	Documented relevance check	Project-related. Responsible: project lead.
M4.3	Project teams are given access to specialist resources on the gender dimension in research and innovation, for example the European Commission's "Gendered Innovations" publications.	Access provided	By the first progress report.

Where LISI produces teaching or training content, measure M4.1 applies accordingly.

6.5 Measures against gender-based violence, including sexual harassment

AIM

Protection of all staff and a reliable procedure for reports.

NO.	MEASURE	INDICATOR	TARGET AND TIMEFRAME
M5.1	LISI does not tolerate gender-based violence, sexual harassment or discrimination on grounds of gender (Sections 3, 7 and 12 AGG). This applies at the workplace, on business trips, at events and in digital communication.	I8	Applies from adoption.
M5.2	The complaints body under Section 13 AGG is the management. Complaints may be made in person or in writing, marked “confidential”, to the business address. Every complaint is examined. The outcome is communicated to the person who made the complaint.	I8	Every report is examined.
M5.3	Reports are treated confidentially. Anyone who makes a complaint, supports an affected person or gives evidence as a witness must not be disadvantaged for doing so (Section 16 AGG).	I8	Ongoing.
M5.4	Where violations are established, LISI takes the measures that are suitable, necessary and appropriate in the individual case (Section 12(3) and (4) AGG).	I8	As required.
M5.5	All staff are informed about their rights, the procedure and external contact points (Section 12(5) AGG). This information is part of the training under Section 5.	I6	All staff. On joining and in each reporting period.

EXTERNAL CONTACT POINTS

Affected persons may also turn to external bodies at any time, in particular where a complaint concerns the management: Federal Anti-Discrimination Agency (Antidiskriminierungsstelle des Bundes), telephone 0800 546 546 5, beratung@ads.bund.de; “Violence against Women” support hotline (Hilfetelefon „Gewalt gegen Frauen“), telephone 116 016 within Germany, free of charge and available around the clock.

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Review and update

The management reviews this plan with each progress report and, at the latest, before the period of validity expires. Changes are adopted as a new version, dated and published on this page. This plan remains in force until a successor version has been adopted.

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Version history

VERSION	DATE	CHANGE	DOCUMENT
1.0	15 Nov 2026	First version. Adopted by the management.	PDF (English) · PDF (Deutsch)

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Adoption and signature

The management of LISI Leber Institute for Sustainable Innovations GmbH & Co. KG has adopted this Gender Equality Plan. It enters into force on the day of its adoption.

Hanau, 15 November 2026

signed: Martin Leber

Managing Director of Dr. Leber Datentechnik GmbH, general partner (Komplementärin) of LISI Leber Institute for Sustainable Innovations GmbH & Co. KG

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Basis

- European Commission: Gender equality in research and innovation (requirements for gender equality plans in Horizon Europe)
- European Commission: Horizon Europe Work Programme 2026—2027, General Annexes (PDF)
- European Institute for Gender Equality (EIGE): GEAR tool — Gender Equality in Academia and Research
- German General Act on Equal Treatment (AGG) and Transparency in Wage Structures Act (EntgTranspG), as amended
- Article 157 of the Treaty on the Functioning of the European Union (TFEU)

LISI Leber Institute for Sustainable Innovations GmbH & Co. KG · Linckestraße 5 · 63452 Hanau · Germany