

Since 2013, thyssenkrupp has been pursuing a Group-wide strategy to promote diversity. Among other things, we aim to achieve a global proportion for women of 15% in all management positions of the Group by 2020.

In addition, ATLAS ELEKTRONIK GmbH is subject to the legal obligation to set targets regarding the percentage of women on the Supervisory Board, the Management Board and the next two management levels, as well as a deadline for implementation of the targets. ATLAS ELEKTRONIK GmbH has complied with this obligation. The implementation deadlines uniformly ended for the first time on 30 June 2017. During the implementation period, the proportion of women on the Supervisory Board increased from 11% to 30%.

The shareholders' meeting of ATLAS ELEKTRONIK GmbH had initially adopted a target figure of 11% for the proportion of women on the Supervisory Board of ATLAS ELEKTRONIK GmbH and a deadline for implementation by 30 June 2017. A women's share of 30% was achieved. For the period after 30 June 2017, the shareholders' meeting has now adopted a target figure of 30% and a deadline for implementation by 30 June 2022. The composition of the Supervisory Board has remained unchanged since then.

The shareholders' meeting of ATLAS ELEKTRONIK GmbH had initially adopted a target figure of 0% for the proportion of women on the Management Board of ATLAS ELEKTRONIK GmbH and a deadline for implementation by 30 June 2017. A women's share of 0% was achieved. For the period after 30 June 2017, the shareholders' meeting has now adopted a target figure of 0% and a deadline for implementation by 30 June 2022. The composition of the Management Board has remained unchanged since then. Over and above that, the shareholders' meeting has recommended that at least one female candidate be included in the recruitment process for new appointments.

Similarly, with a deadline for implementation by 30 June 2017, the Management Board of ATLAS ELEKTRONIK GmbH adopted a target figure of 13% for the first management level and a target figure of 4% for the second management level. A women's share of 6% on the first level and 6% on the second level of management was achieved. At the first management level below the Management Board, the proportion of women within the first implementation period has thus remained below the target of 13%. Within the short initial implementation period, it was not yet possible to fill a new position on the first management level below the Management Board with a female executive. ATLAS ELEKTRONIK GmbH and the thyssenkrupp Group are working towards increasing the number of female executives among those talents who will be eligible for such positions after their qualification.

For the period after 30 June 2017, target figures of 6% now apply for the first two management levels below the Management Board, both with a deadline for implementation by 30 June 2022, while ATLAS ELEKTRONIK GmbH continues to pursue the above-mentioned Group-wide strategy, which aims to achieve a global women's share of 15% in all management positions by 2020.