



International Women in Engineering Day
**Linxens commits to fostering diversity and unlocking the full
potential of its workforce in engineering**

Levallois-Perret, France – May 28, 2024 – Linxens, the world leader in the design and manufacture of security and identification solutions for the smartcard, eGovernment, connected health and the Internet of Things (IoT) markets, reaffirms its commitment to diversity and the role of women in electronics manufacturing.

Ethical principles

For several years now, Linxens has been committed to promoting diversity and professional equity within its teams, a dedication that is all the more strategically important as the company itself diversifies its activities towards new high-growth sectors such as IoT and healthcare. The company is convinced that diversity - whether in terms of skills, background, origin or gender - is a driver of performance and innovation and contributes to the richness and creativity of its people. The issue of gender parity remains important insofar as Linxens' areas of activity have traditionally been considered male. Linxens is committed to creating an environment free of discrimination in the treatment of individuals.

Linxens maintains overall parity, with 55 % of its employees being women. However, the company wishes to go further in the representation of women in engineering positions. To date, women account for 23 % of the engineering workforce. This percentage is higher than the worldwide average of 16.5 % of women engineers in all industries. Linxens is aware that its industry is traditionally dominated by men and is committed to increasing the representation of women in this field. It should be noted that at Linxens, the engineering function encompasses a variety of job categories, such as manufacturing, R&D, quality and engineering.

Female engineers are still underrepresented in engineering schools and in positions of responsibility. They often face specific barriers. According to the Society of Women Engineers (SWE), a US-based non-profit organization, around 13 % of engineers in the United States* are women. This represents approximately 287,000 women engineers out of a total of approximately 2.2 million engineers in the workforce. The percentage of women graduating with engineering degrees has increased over the years, from 2.6% in 1966 to 21.9 % in 2019. However, women engineers are still underrepresented in many areas of engineering, particularly in electrical and computer engineering, where they make up 12% and 18% of graduates, respectively*.

A spotlight on three exceptional talents at Linxens with an impressive career path



Helena Berg, Managing Director of Linxens Healthcare (Sweden)

Helena BERG is an accomplished and passionate leader, with a solid background in mechanical engineering and organizational consulting. After six years in the aviation industry, where she contributed to key projects for the Swedish Air Force, she moved to the healthcare industry. At Linxens Healthcare, she manages and oversees the company's operations, while providing strategic direction to the Board of Directors. Her inspirational leadership and strategic vision make her a key figure in the industry.

Jasmin Helen Müller, Head of Quality at Linxens Dresden (Germany)

Jasmin Helen Müller is an experienced and skilled quality engineer with a proven track record in product reliability and quality. She studied production engineering in Dresden and completed her thesis at Linxens. She started her career in the production of pacemaker batteries and then returned to Linxens as a quality engineer, overseeing customer, supplier, project, and internal quality. For the past two years, she has been the Head of the quality department, leading a team of 7 people. Her professional background is a testament to her engineering expertise and commitment to excellence.



Séverine GOMONT, Production Manager at Linxens (France)

Séverine GOMONT is a recognized expert in chemical engineering and polymer chemistry, with over 20 years of experience at Linxens. After holding various management positions in R&D and engineering, she is now in charge of production at the Mantes site (Yvelines). Her professional background demonstrates her constant commitment to excellence and her ability to adapt to new challenges. Her mastery of production processes and her ability to unite her teams make her a key figure in the chemical industry.



Melanie YONG, Head of Department - Industrialization of Tape Products Linxens Smartcard (Singapore)

Melanie Yong is an expert in process engineering and industrialization project management. She is currently the Head of the Industrialization for Tape Products at Linxens Smartcard Singapore. With a Master's degree in Chemistry, she has extensive experience in managing electroplating, solder mask, and surface finishing processes for printed circuit boards. Melanie joined Linxens in 2020 as Section Manager for Wet Processes and Industrialization Engineering and was promoted to her current position in 2023. She leads smartcard tape technical qualification projects and cross-functional teams in new product development and technology implementation.



"We believe that diversity, in its broadest sense, is a key driver of performance, innovation and competitiveness. We work every day to promote diversity and inclusion within our teams, creating role models and encouraging young women to take an interest in our technical professions from an early age. We are convinced that this choice will be beneficial both for their own careers and for the growth of this industry, which is so important in today's interconnected world," declares Patrick Roux, Executive Vice-President, Chief People Officer & Communications at Linxens.

Sources:

* <<https://www.swe.org/about-swe/swe-fact-sheets/women-in-engineering-by-the-numbers>>

* <<https://www.engineering.com/story/women-in-stem-statistics-and-trends>>

About Linxens :

Linxens has been a global player in the electronics industry, providing innovative and customized solutions to meet the most demanding technical specifications in terms of connectivity, tracking, and authentication, in order to provide a seamless experience for the end user.

Linxens is the supplier of choice for many of the world's pioneers in technology-shaping markets such as telecommunications, transportation, hospitality, leisure and entertainment, financial services, e-Government, access control, healthcare and the Internet of Things (IoT). Linxens employs 3,500 people worldwide.

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