

## International Women's Day 2025 at Secop Group



**Interview with Jan Ehlers, CEO of Secop, Flensburg – Germany, March 8, 2025**

### **Celebrating the Value of Women at Secop**

In recognition of International Women's Day, Secop celebrates the fundamental role of women within the company and their contribution to its success. The presence of women is steadily increasing, and their dedication, talent, and commitment are making Secop a more inclusive and dynamic workplace.

### **A Solid Commitment to Diversity**

Jan Ehlers, CEO of Secop, will open this celebration with a clear message: the value of women in the company is not just a matter of fairness but a real driver of growth and innovation.

"I am extremely proud of the progress Secop has made in building a more inclusive workplace. Today, women represent 30% of our global workforce and hold significant leadership positions: 56% of our management team in China and 25% in Slovakia are women. This demonstrates that our commitment to gender equality is not just a value but a core principle that drives our company every day."

The CEO highlights how diversity is a strategic asset: "We firmly believe that an inclusive work environment is essential to fostering creativity, innovation, and growth. Everyone at Secop should feel valued and free to reach their full potential. Women are playing an increasingly central role in leadership positions, and we will continue to promote an environment that supports their development."

To reinforce this message, several Secop professionals will share their experiences, offering tangible testimony of the impact women have in the workplace.

### **Voices of Women in Secop – Work through Their Eyes**

Liu Shujing (Annie), Managing Director of Secop Tianjin, has been with the company for 18 years and has witnessed its growth and evolution. For her, Secop's strength lies in its corporate culture: "I chose this company because it believes in trust, responsibility, and teamwork. Secop not only develops cutting-edge technology but also invests in people's growth, offering opportunities for learning and innovation."

Wang Yaqin (Whitney), Technology Director, emphasizes the importance of the work environment: "Working at Secop means being part of a big family. We face challenges together, support each other, and collaborate to build a better future. Here, people truly matter."

Personal and professional growth is also a key focus for Li Binghua (Belinda), Head of Quality: "The company encourages continuous improvement and a positive mindset in facing challenges. I feel motivated every day to learn and grow, and that is truly inspiring."

### **Balancing Work and Personal Life – A Challenge and an Opportunity**

Zhou Haiyan, Logistic Planner, who has been with our company for 25 years, shares her approach: "Managing time and setting priorities is essential. Dedicating space to personal well-being and learning to relax helps maintain a healthy balance between professional and personal life."

### **Advice from Women to Women**

Secop's professionals share words of encouragement for women who work or aspire to take on leadership roles. Zhang Zhifang, Supplier Development Specialist, urges women to believe in their abilities: "Don't be afraid to take on new challenges and step out of your comfort zone. Growth comes from continuous learning and building a strong network of support."

Simona Šilhavá, Quality Director, encourages women to overcome stereotypes: "Don't be afraid to speak up and explore fields that are traditionally male dominated. Curiosity is one of the keys to success."

Martina Melovic, Head of Group Finance at Secop Slovakia, adds an insightful piece of advice: "Women should leverage their intuition and natural communication skills to resolve complex situations. It's not just about pragmatism but also about empathy and sensitivity."

Veronika Oslancová, HR Director at Secop Slovakia, highlights the importance of an active lifestyle: "We naturally create positive environments, think creatively, and support others with kindness."

Li Yuan (Lily), Marketing Director Stationary Cooling West, adds: "Believe in yourself and never hesitate to take on new challenges. Confidence and perseverance are crucial in navigating the professional world. Don't be afraid to speak up and share your ideas. At Secop, we create an environment where women can thrive, and I encourage every woman to embrace opportunities, keep learning, and inspire others along the way."

Liu Shujing (Annie), Managing Director of Secop Tianjin, shares an interesting perspective: "To fully realize one's potential, it is essential to cultivate curiosity and continuous learning, while maintaining a positive attitude. Through reflection, it is possible to identify one's strengths, develop them, and constantly strive for improvement. Facing challenges with courage and determination, with the goal of surpassing oneself every day, is the key to personal growth."

### **Secop's Commitment for the Future**

Secop will continue to promote the professional growth of women, recognizing that female talent and determination are essential elements of the company's success.

"Our goal is to create an environment where everyone feels valued and empowered to reach their full potential," concludes CEO Jan Ehlers. This International Women's Day is an opportunity to celebrate the role of women at Secop and acknowledge their fundamental contribution because a successful company is one that values all its people.

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