

REPORT ON EQUALITY AND DISCRIMINATION 2024

Norwegian Electric Systems AS ("the Company") works for gender equality and against discrimination based on gender, pregnancy, leave at birth or adoption, caregiving responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity and expression, and a combination of these grounds.

1. Introduction

To strengthen our competitiveness and deliver quality to our customers, we must attract the best employees in the market from the whole talent pool. To succeed in this, we need to create a workplace that mirrors the population and day-to-day living, where everyone feels a sense of belonging, safety, and recognition. Diversity must therefore have a focus and must be valued, where the skills that come with it should be utilized for the benefit of our customers and employees.

The Company aims to be a workplace where there is full equality between women and men, and where equality and non-discrimination are integrated into the Company's principles, procedures and standards.

The following statement has been prepared in accordance with Section 26a of the Equality and Anti-Discrimination Act and approved by the Company's Board. The Board considers that the Company is in compliance with current regulations in this area.

2. Status of gender equality

There must be at least five of each gender in a group for the Company to be able to publish the results of the wage survey publicly. Based on such requirements we are unable to report this at management level as the number is below five. However, we can inform that there are four women at functional level.

Below is an assessment of gender differences on various parameters that are not covered by the minimum number requirement for reporting. The figures are as of December 31, 2024.

This is the fourth year that the Company has been conducting this survey. The Company shall ensure that all employees have wages and conditions in accordance with applicable laws, agreements, and guidelines. The total wage bill is reviewed annually in connection with the wage settlement to ensure that everyone has a market wage based on their competence, experience, and job level.

The Union representatives have reviewed the work and had the opportunity to provide input.

Gender balance*		Temporary employees*		Parental leave*		Actually part-time*		Involuntary part-time**	
Given in number		Stated in number or percentage of all employees		Given as an average number of weeks		Stated in number or percentage of all employees		Stated in number or percentage of all employees	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
9	49	0	0	0	10	0	1	0	0

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* Surveyed every year
** Surveyed (at least) every two years

There was a small increase in the gender balance in the Company last year. The Company employed 3 women in different positions. No employees worked involuntarily part-time.

3. Work for gender equality and against discrimination

3.1 Principles, procedures and standards for equality and anti-discrimination

The work for gender equality is anchored in the Company's Diversity Policy and the Group's Code of Conduct. Considerations for gender equality and non-discrimination are also included in the general personnel policy. In the Group's whistleblowing channel, "Integrity Channel," employees can report any misconduct. There were no cases reported in 2024.

3.2 This is how we work to ensure equality and non-discrimination in practice

The Company strives to create a fair working environment with equal conditions for all. Policies and guidelines apply to all employees regardless of gender or position level. It is important for the Company to meet the individual needs of its employees to be perceived as an attractive workplace for current and future employees. As a knowledge-based company, diversity in its workforce and an inclusive working environment are considered value-adding, contributing to increased competitiveness, and reflected in the Company's Human Right Policy and Recruitment Policy.

All employees, including those who work part-time, temporarily, or are hired through outsourcing, are informed of vacant positions through the Company's intranet, in accordance with the Working Environment Act §14-1. The Company needs to attract expertise in its specialized field when hiring new employees. Competence and suitability are the main criteria always emphasized. Unfortunately, there are few female applicants for advertised technical positions in the Company as the Company's areas of expertise are typically male-dominated professions.

The Company's policies on this issue are incorporated into the fundamental training program "HAV Basic Training Program," which all employees shall complete. The first group participating in this program was in May 2023.

The Company is committed to offering good working conditions that are compatible with private life. This helps to increase job satisfaction for individuals and maintain important expertise in the Company. Therefore, working conditions are adapted as much as possible, especially when it comes to the use of parental leave. Leave does not hinder career development in the Company.

The Company offer full salary during parental leave.

The main office in Bergen is designed for people in wheelchairs.

The parent company, HAV Group ASA, has in 2023 established a diversity group consisting of top management for defining strategy and action plans for working toward equality and against discrimination throughout the Group.

3.3 General risks for discrimination and obstacles to gender equality

The Company operates in a male-dominated industry, where the low representation of women is a general challenge for our industry. Having said that, the Company is committed to attracting the right competence regardless of nationality, gender, sexual orientation, ethnicity, or language. This is reflected in the Company's Human Rights Policy and is an important focus in all recruitment processes. Very gratifying, the Company has continuing to employ women into different positions this year. As the industry becomes greener and more digital, there is hope that more women will choose unconventional and new educational paths in fields that the company will require in the future, and the company is closely monitoring this development.

There have been no reported cases of whistleblowing or other issues that substantiate discrimination or obstacles to equality in the Company.

3.4 More about risks and measures

The Union representatives and Top Management have discovered the following possible potential risks and barriers:

- To combine work and family life for some positions.
- Male-dominated industry.

In 2024, we continued to focus on organizing the site work for service engineers to be more predictable and to implement actions to reduce perceived stress. This work will continue next year by implementing a new arrangement for workhours on site.

In 2024 we also participated on several conferences for young female students where we gave company presentation and tried to increase awareness about the many opportunities there are within our company and our industry. This was an initiative driven by Maritime Bergen and Connect Vest. Our Managing Director has also this on top of her agenda, where she collaborates frequently with WISTA Norway (women in shipping and trading associations)

4. Objectives

4.1 Planned measures

With a basis in the mapping work carried out in this field, as well as an analysis of areas that pose the greatest challenges, we have established a set of objectives to improve these areas. The measures planned for the coming year include:

1. Annual accomplishment of appraisal interviews and employee's satisfactions survey.
2. Accomplish HAV Group Leadership program every year. The first team attending the program had a follow-up training in Q2 2024 and the second group had their follow-up training in Q3 2024.
3. Accomplish HAV Group Basic Training program every year. This is a program mandatory for all employees in all daughter companies attending together as a group. This arrangement was held in May 2024.
4. Contribute to change the traditional mindset that certain professions are reserved for only men or women, including participating in career fairs and similar events. We will participate in career fairs annually. This will be a continuous focus for the company.
5. Proactive approach in conveying the exciting industry we have and the job opportunities we can offer to students before they make choices about their educational path after lower secondary school. It is therefore a goal to participate in "career days" held during the last year of lower secondary school.
6. Ensure that the Company has an inclusive work culture and policies that support work-life balance - focus on the "24-hour person".
7. Have a strong and visible commitment to diversity and inclusion, and demonstrate this by participating in conferences, seminars, and other relevant events. Among other things, register the company on the "She Index," which measures gender diversity in the workplace.
8. Ensure that our Company's marketing and PR campaigns represent a wide range of women.
9. Have a system for securing equal pay and have objectives to increase the proportion of women at management level and publish the figures to show progress.

10. Ensure that the company has flexible working hours and arrangements for working from home, which can be especially useful for employees who, for example, in the toddler phase.
11. Make sure all employees are aware of the Company's zero tolerance policy for gender-based discrimination and harassment and know how to report any incidents.
12. "40 by 2030" - means that we aim for 40 % women on our organization within 2030.
13. In all final interview processes we strive to have at least one female candidate.

4.2 Results of the work and expectations for the work going forward

Gender diversity

A total of 13.2 % of the employees are women with 4 women being members of the top management team. This is a considerable increase from last year.

Company values

In 2023, the Company's values were communicated to employees during the recruitment phase, where job advertisements included the values. The values are now displayed as screensavers and communicated in information meetings and other relevant contexts. This year's employee survey showed a significant positive increase in the number of employees who knew the Company's values, compared to 2022.

Agreements and guidelines

All agreements related to working conditions, benefits, and supplements to ensure equal treatment in accordance with rules and guidelines were revised in collaboration with employee representatives.

Organizational culture

The Company's Leadership Development Program and HAV Basic Program for all employees was conducted as planned.

Employee follow-up

This year's employee satisfaction survey was conducted in September. The Company had a participation score of 76%. The overall goal is participation higher than 85%. The total score for satisfaction decreased by 1.4 % compared to last year. There was a big variation between the different location in how the employees responded.

We continue our work to develop and retain individuals with variation in age, ethnicity, and gender, as well as to have a greater focus on preventing discrimination, harassment, sexual harassment, and gender-based violence.

Throughout the year, the Company has continued to work towards facilitating the possibility of combining remote work with attendance in the workplace, with the aim of feeling included in the work environment. Guidelines in this area were established in 2022, and it appears that the employees have integrated the ability to combine productive workdays at home and in the office into their mindset.

The Union representatives are satisfied with the existing equality work in the organization. It is nevertheless important to have a strong focus on this area, hence a target for 2024 is to have a completion rate of 100 % of proposed actions.

4.3 Action plans and overview of measures

The Company has assessed diversity work together with the employee representatives and updated the action plan in this area. This forms the basis for the goals for 2024, and progress on the work will be reviewed at meetings with representatives from management, employee representatives and safety delegates in the Company.

Overall, the status of this work is good in the Company, and no areas requiring special focus have been identified for the coming year. However, it is important to have a good awareness of the relevant topics and to handle them in all areas where they are relevant.

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All measures defined aim to contribute to fulfilling the goal of the equality work.

The Company's main goal for equality work is:

"We shall have values and a policy that promote equality and inclusion in the company. Our managers shall communicate and demonstrate these attitudes through their daily work. All employees shall be encouraged to create a work culture that reflects the company's values".

Area	Basis for actions	Actions	Objectives
Recruitment	There are few women that applies for the different positions in the company.	<p>Awareness of hiring women where possible, as well as promoting the company, participating in job fairs, etc.</p> <p>Attend 2-4 career fairs in 2023</p> <p>Influencing educational choices should happen when students choose their direction in high school. Participate in career days.</p>	<p><u>Diversity - in general</u> 20% female employees in HAV Group ASA.</p> <p><u>Diversity - Top management:</u> 20% female employees in HAV Group ASA.</p> <p><u>Ethnicity:</u> Maintain the level of approx. 20% of employees with a foreign background in HAV Group ASA.</p>
Opportunities for promotion and professional development.	Retaining and developing expertise in a demanding job market.	<p>HAV Academy</p> <ul style="list-style-type: none"> - Leadership Program - Basic Program <p>Leave during education. Scholarship scheme. Courses as needed.</p>	Opportunities for building a career within the company and retaining expertise.
Compensation and working conditions.	It is important to ensure equal treatment of all agreements regarding compensation and benefits.		Ensure Equal treatment.

Workplace accommodation.	<p>General focus on universal design.</p> <p>The company is an IA company and has a contractual obligation to provide accommodation according to the agreement.</p> <p>Ensure good and sufficient working conditions for our employees who travel on site.</p>	<p>Ensure that the website and information channels use fonts in accordance with universal design.</p> <p>Accommodate wheelchair users.</p> <p>Do not have activities that exclude employees with special needs.</p> <p>The occupational health service assists with office-adjustments (height-adjustable desks, seating position, etc.).</p> <p>Subsidies for computer glasses.</p> <p>Treatment insurance.</p> <p>We will investigate the accommodation conditions offered to both men and women when they are on-site. If these conditions are assessed to be unsatisfactory, actions will be taken to address and improve the situation. This work will place a particular emphasis on the conditions provided to our female service engineers.</p>	<p>Ensure that both employees and stakeholders feel included.</p> <p>Improve ergonomics, avoid strain injuries.</p>
Harassment, sexual harassment, and gender-based violence.	Risk assessment.	<p>We shall have visible procedures reminding us of our routines and rules in accordance with zero tolerance for discrimination. This is especially important for our female service engineers who travel to location that have different culture than us</p>	Everyone should feel safe and enjoy their work.
Other relevant areas (e.g. working environment).	Ensure even distribution of age.	The company shall systematically work on recruiting, developing, and retaining individuals with variation in age, ethnicity, and gender.	Have good diversity and a good balance of age and gender.