

# ACCOUNT OF EQUALITY AND DISCRIMINATION

BKS Industri AS (the "Company") works for equality and against discrimination on grounds of gender, pregnancy, leave at birth or adoption, care duties, ethnicity, religion, life stance, disability, sexual orientation, gender identity and gender expression and combinations of these foundations.

## 1. Introduction

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

The following report has been prepared in accordance with Section 26 letter A of the Equality and Anti-Discrimination Act.

## 2. State of gender equality

The table below highlights the Company's current state of gender equality:

|            | Gender distribution at different position levels/ groups** |     | Wage differences **<br>Women's share of men's earnings is stated in NOK or per cent |                                |                     |         |                     |                                |
|------------|--|-----|---|--------------------------------|---------------------|---------|---------------------|--------------------------------|
|            | Women  | Men | Cash benefits   |                                |                     |         |                     | Benefits in kind               |
|            |  |     | Total cash benefits   | Fixed salary % show difference | Irregular additions | Bonuses | Overtime allowances | Total taxable benefits in kind |
| Total      | 3  | 276 | KIR   | KIR                            | KIR                 | KIR     | KIR                 | KIR                            |
| Officials  | 0  | 1   | KIR   | KIR                            | KIR                 | KIR     | KIR                 | KIR                            |
| Operator   | 3  | 271 | KIR   | KIR                            | KIR                 | KIR     | KIR                 | KIR                            |
| Apprentice | 0  | 4   | KIR   | KIR                            | KIR                 | KIR     | KIR                 | KIR                            |

KIR = Cannot be reported (less than 5 women in the group).

Overview to show the state of gender equality.

| Gender balance*  |     | Temporary employees*                            |     | Parental leave*                   |      | Actual part-time*                               |     | Involuntary part-time**                         |     | Recruitment, wage growth, further education, working hours and sickness absence *** |     |
|------------------|-----|---|-----|-----------------------------------|------|---|-----|---|-----|---|-----|
| Given in numbers |     | Stated in number or percentage of all employees |     | Stated in 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 | Women   | Men |
| 3                | 276 | 0   | 0   | 0                                 | 14,7 | 0   | 1   | 0   | 0   | KIR   | KIR |

\* Surveyed every year

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

In calculating wage differentials, the Company has divided basic salaries and various allowances and benefits for accounting year 2023. Equal work and work of equal value have also been considered in the design of the position levels. The design of the position levels is based on existing job categories in the organization and an assessment of which positions are included in the various levels. The trade union representatives have reviewed the work with the opportunity to provide input.

### 3. Work for equality and against discrimination

#### 3.1 Principles, procedures, and standards for equality and against discrimination

The gender equality work is anchored in the Company's various strategies and in the Group's ethical guidelines, which also establish a whistleblowing channel for censurable conditions. The consideration of equality and non-discrimination is otherwise included in the other personnel policy.

#### 3.2 How we work to ensure equality and non-discrimination in practice.

All employees are informed about vacancies – including employees who work part-time, temporarily or are hired in; Section 14-1 of the Working Environment Act. The employee representatives are informed about organizational changes and the need for new employees. The company needs to attract professional expertise in the company's specialist field when looking for new employees. Unfortunately, there are few female applicants for positions as the company's disciplines are typically male occupations. Competence and suitability are the main criteria that are always emphasized.

We work systematic and purposeful to recruit and develop people so that everyone can have a long career in the company that is adapted to variations with the individual's needs and the company's need for qualified employees. This is reflected in the company's recruitment processes externally and internally.

The company strives for a working environment that is perceived fairly with equal conditions for all. Policy and guidelines apply to everyone across job levels and genders. It is important for the Company to be a company that attends to the individual's needs so that the business is perceived as an attractive workplace for current and future employees. The company is a knowledge-based company and considers it to create value for the company to have a diversity of employees and a working environment that is inclusive. This will contribute to increased competitiveness and is reflected in, among other things, the company's recruitment processes and HR/HSE strategy.

The Company shall ensure that all employees receive salary and conditions in accordance with applicable laws, agreements, and guidelines. All the employees are reviewed annually in connection with the wage settlement to ensure that everyone has a market salary based on their skills, experience and position level.

The company is committed to providing good working conditions that are compatible with private life. This helps to increase the individual's work satisfaction and preserve important skills in the company. Therefore, working conditions are facilitated to the extent possible, especially with

regard to paternity leave. Leave of absence isn't an obstacle to career development in the company.

The main building is adapted for visually impaired people, people in wheelchairs and the hearing impaired.

The Board considers that the Company complies with applicable regulations in this area.

### *3.3 General risks of discrimination and barriers to gender equality*

The company is in a male-dominated industry, and therefore has a low proportion of women. The company is committed to attracting the right expertise regardless of nationality, sexual orientation, ethnicity, and language. This is reflected in the Company's HR strategy and an important focus in all recruitment processes. As the industry becomes greener and more digital, there is hope that more women will choose non-traditional and new fields of education in subjects that the company will need in the future, and the company is eagerly following this development.

No whistleblowing cases or other circumstances have been reported to substantiate that there is no discrimination or circumstances that prevent gender equality in the company.

### *3.4 Risks and measures in more detail*

Union representatives and management have identified the following risks:

- The Company finds that it is challenging to recruit new apprentices within the disciplines that the Company can offer. The reason for this may be the focus on higher education in the society, and that students therefore choose to continue their schooling instead of starting their apprenticeship.

Measures that have begun or are planned in the year ahead:

1. Focus on Company values. The Group's values shall be recognizable in routines and processes in daily work in general.
2. Raising awareness of the guidelines to prevent discrimination, harassment, sexual harassment, and gender-based violence in the Company.
3. Conduct new performance appraisals.
4. Continue to work on measures around the results of the working environment survey from 2023.
5. Help change the traditional notion that certain professions are reserved for only men or women, by attending exhibitions organized by schools that are relevant.

### *3.5 Results of the work and expectations for the work ahead*

The company will continue to develop and retain people with variation in age, ethnicity, and gender, as well as have a greater focus on efforts to prevent discrimination, harassment, sexual harassment and gender-based violence.

Union representatives have been pleased that gender equality efforts will now have a greater focus in the organization and that everyone will have a greater awareness of this.

## 3.6 Overview of measures and action plan

All measures defined are intended to contribute to achieving the goal of gender equality efforts.

The company's main objectives for gender equality work are:

*We will have values and a policy that promotes equality and inclusion in the company. Our leaders should communicate and demonstrate these attitudes through their daily work. All employees should be encouraged to create a work culture that reflects the company's values.*

| Background for measures   | HR area   | Measures   | Targets for the measures   |
|---|---|--|--|
| There are few women in the company.   | Recruitment   | Awareness of profiling the company as well as attending job exhibitions etc.   | Increase the proportion of women in the company                              |
| Retaining and developing competence   | Promotion and development opportunities   | Leave of absence during education  | Opportunity to build a career in the company                                 |
| Annual review of working conditions, benefits, and wage negotiations  | Salary and working conditions   | Annual meeting with employee representatives for review  | Prevent discrimination   |
| 1.Sick leave.<br>2.Strive for universal design<br>3.There are many different languages in our company and language barriers can arise | Facilitation  | 1.Adapted work in relation to sick leave.<br>2.Facilitate wheelchairs and, if applicable, other disabilities<br>3.Encourage to attend Norwegian language courses | 1-2: Keeping people working.<br>3: Integration and understanding each other. |
| If there is a large majority of men, unwanted comments, glances, etc. may occur to female staff                                       | Harassment, sexual harassment, and gender-based violence, unwanted sexual attention | Change of attitude for such attention, get focus on this out in the departments  | Everyone should feel safe and respected in the workplace                     |
| Make sure age is evenly distributed.  | Other relevant areas (e.g. working environment)                                     | Work systematically to recruit, develop and retain people with variation in age, ethnicity and gender.   | Have a good age composition  |