

REPORT ON EQUALITY AND DISCRIMINATION 2024

HAV Design 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

In order to strengthen our competitiveness and deliver quality to our customers, we must be a good place to work to attract the best employees in the market. To succeed in this, we need to create a workplace where everyone feels a sense of belonging, safety, and recognition. Diversity must be valued, and 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, 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.

2. Condition 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. As there are 4 men and 0 women in management, we cannot report on the function manager.

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 31 December 2024.

	Gender distribution at different job levels/groups **		Wage differences ** Women's share of men's wages is stated in kroner or percentage					
	Women	Men	Cash benefits					Fringe benefits
			Total cash benefits	Fixed salary % show difference	Irregular additions	Bonus es	Overtime allowances	Total taxable benefits in kind
Total	8	34	CBR	85,8 %	CBR	CBR	CBR	28,3 %

Officer - Manager	0	4	CBR	CBR	CBR	CBR	CBR	CBR
Functionary	8	30	CBR	91,7 %	CBR	CBR	CBR	52,8 %

*CBR = Cannot be reported

Not entirely comparable positions between women and men (competence, experience, job title) with equal pay for equal work as a starting point.

This is the fourth year that the Company is 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
8	34	0	0	0	1	0	1	0	0

* Surveyed every year

** Surveyed (at least) every two years

There has been little change in the gender balance in the Company since last year. There were no employees who 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 union representatives are informed about organizational changes and the need for new hires at monthly collaboration meetings. 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 positions in the Company as the Company's areas of expertise are typically male-dominated professions. The positive aspect is that the last hire for the position of VP Sales was a woman.

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

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

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.

HAV House is designed for people in wheelchairs.

The Company offers full salary during parental leave.

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.

The Board considers that the Company is in compliance with current regulations in this area.

3.3 General risks for discrimination and obstacles to gender equality

The Company operates in a male-dominated industry, resulting in a low representation of women. 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. 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 management have identified the following potential risks and barriers:

- It is easy to combine work and family life for most positions.
- Male-dominated industry.
- Increase female representation.

In 2024, we gained further experience in working from home and collaborating through digital tools. This makes it easy, among other things, for parents with young children to combine work with family life when there is a need to spend more time at home.

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 satisfaction survey.
2. Accomplish HAV Group Leadership program every year. The third team attending the program will have a follow-up training in Q3 2025.
3. 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 2-4 career fairs annually. This will be a continuous focus for the company.
4. In addition, we must be proactive 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.
5. Participation in the YES-company project in secondary school, which is a collaborative project with Herøy municipality and the business forum.
6. Ensure that the Company has an inclusive work culture and policies that support work-life balance, focusing 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 the Company's marketing and PR campaigns are including a wide range of women.
9. Have a system for securing equal pay and objectives to increase the proportion of women at management level and publish the figures to demonstrate 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, are in the toddler phase.

11. Make sure all employees are aware of the Company zero tolerance policy for gender-based discrimination and harassment and how to report any incidents.
12. "40 by 2030"
Means that we aim for 40 % women in our organization within 2030.

4.2 Results of the work and expectations for the work ahead.

In 2024, the Company aimed to implement 9 of 13 actions. This resulted in a completion rate of 70%. The completion rate in 2023 was 75 %. With this year's results, it indicates that the company is actively working on measures that prevent discrimination and increase diversity

Gender diversity

A total of 19 % of employees are women, with 0 women being members of the management team.

Company values

In 2024, the Company's values were communicated to employees during the recruitment phase, where job advertisements included the values. The values are displayed as screensavers and communicated in information meetings and other relevant contexts.

Agreements and guidelines

All agreements related to working conditions, benefits, and supplements to ensure equal treatment in accordance with rules and guidelines are published in the Company new Total Quality Management System.

Organizational culture

The Company's leadership development program was conducted with three sessions of two days each during 2023 and a follow up session in 2024. A new group started in the leadership development program in 2024. This group will also have a follow-up session in 2025.

The Company holds staff meetings for all employees four times a year, in addition to department meetings. The Group has also established a well-being committee with activities such as hiking trips and group events.

Employee follow-up

This year's employee satisfaction survey was conducted in September. The Company had a participation score of 77%, and a score of 4,01 out of 5 possible, which is an improvement from the previous employee survey (2023) by 0,9 %. The Company had an overall decrease in participation from 92 % to 77 %.

The evaluation of organizational changes has been discussed and communicated within the Company's Working Environment Committee. Furthermore, monthly meetings are established with employee representatives and safety delegates to ensure an effective and transparent flow of information between management and employees.

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 Company continues for the employees to feel included and to have a better work-life balance.

In order to make it visible to all employees that the Company have a system for reporting whistleblowing, the Group's whistleblowing channel, "Integrity Channel" is on the front page of the Company Total Quality Management System.

The employee representatives are satisfied with the existing gender equality work in the organization. However, it is important to have a strong focus on this area, hence a goal for 2024 to have a completion rate of 90% for proposed measures

We did not achieve our implementation rate of 90% of the actions.

4.6 Action plan and overview of measures

The Company has reviewed the diversity work together with the union representatives and updated the action plan in this area. This has formed the basis for new targets for 2025.

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.

All measures that are defined have the purpose of contributing to the achievement of the goal of 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.

Human resources areas	Background for actions	Actions	Goals for the actions
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 2025</p> <p>Influencing educational choices should happen when students choose their direction in high school. Participate in career days.</p>	<p>Diversity in general: 20% female employees in HAV Group ASA</p> <p>Diversity in top management: 20% female employees in HAV Group ASA</p> <p>Ethnicity: Maintain the level of approx. 20% of employees with foreign background in HAV Group ASA</p>

		<p>Summer Interns</p> <p>Work training in collaboration with NAV.</p> <p>Organize a proper celebration of Women's day the 8th of March.</p>	
Opportunities for promotion and professional development.	Retaining and developing expertise in a demanding job market.	<p>HAV Academy</p> <p>HAV Leadership Training Program</p> <p>HAV Basic Trainingprogram</p> <p>Scholarship program</p> <p>Courses as needed</p> <p>Leave during education</p>	Opportunities for building a career within the company and retaining competence
Compensation and working conditions.	It is important to ensure equal treatment of all agreements regarding compensation and benefits.		Ensure equal treatment.
Workplace accomodation.	<p>General focus on universal design.</p> <p>The company is an IA company and has a contractual obligation to provide accommodations according to the agreement.</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>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.	We shall have visible procedures reminding us of our routines and rules in accordance with zero tolerance for discrimination.	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.