

Equality, Diversity and Inclusion Statement 2025

Current Status of Gender Equality

- Gender Balance: As of 31 December 2025, the company had 78 employees, consisting of 52 men and 26 women.
- Temporary Employees: As of 31 December 2025, 4 out of 78 employees were employed on temporary contracts (5%).
- Part-Time Employees: The company had no part-time employees.
- Parental Leave: Two employees were on parental leave during 2025. One female employee took 34 weeks of leave, and one male employee took 15 weeks of leave.

How We Work to Promote Equality and Prevent Discrimination

1. Recruitment

Novenco AS is an engineering company, and traditionally the engineering profession has been male dominated.

During 2025, we hired 16 new engineers, of whom 3 were women. Due to a highly competitive labor market, we engaged an external recruitment agency to identify candidates with the required qualifications and expertise. Six engineers were recruited from outside Norway.

In total, we hired 30 new employees in 2025, including 9 women. Two newly appointed Sales Managers were women.

We aim to attract and recruit the best talent regardless of gender, age, sexual orientation, cultural background, ethnicity, disability, or any other personal characteristic. During 2025, we recruited employees from Poland, Kazakhstan, Malaysia, the Philippines, Albania, Croatia, Bosnia and Herzegovina, India, Greece, and Norway.

2. Work Culture and Working Environment

With employees representing many different cultures, we actively promote a Norwegian and Scandinavian trust-based work culture through our core values:

- Customer Focus
- Performance

- Commitment
- Cooperation
- Respect

The Working Environment Committee (AMU) was established in 2025. Employees are encouraged to report both physical and psychosocial working environment issues. During 2026, we will continue developing the committee's work in cooperation with employee representatives and assess whether subcommittees should be established.

Since 2024, we have conducted a comprehensive employee survey covering topics such as the working environment, leadership, development opportunities, workload and stress, and harassment. The survey was repeated in 2025 and will continue annually. Overall results are positive, although some employees report high workloads during certain project phases. Since the 2024 survey, we have worked to distribute workloads more evenly across teams. The 2025 survey shows improvement, and we will continue these efforts.

We continuously promote an inclusive and positive working environment through social activities. An employee-run Social Committee has its own annual budget for events and activities. Examples from 2025 include a boat trip on the Oslo Fjord, a game night, a hiking excursion, and a Christmas party. Employees are encouraged to suggest activities throughout the year.

3. Development Opportunities

In 2025, we launched a leadership development program and introduced a structured Performance Review process. This ensures that all employees receive regular guidance and support, are helped to achieve their goals, and develop personal development plans together with their managers. These initiatives support both professional growth in current roles and preparation for future responsibilities.

4. Diversity, Inclusion and Work-Life Balance

We currently employ two individuals with disabilities and provide appropriate accommodations, including accessible office facilities, restrooms, staff restaurant access, parking facilities, and participation in social activities.

To support work-life balance, we offer a remote working arrangement allowing employees to work from home up to two days per week. Additional remote working days may be approved by managers and HR when needed.

We also offer flexible working hours with core hours from 09:00 to 15:00. Employees receive paid leave on Christmas Eve and New Year's Eve, as well as paid leave for moving home, kindergarten adaptation periods, and children's first day of school.

To encourage longer careers, employees receive one additional week of annual leave from the calendar year in which they turn 62 (a total of seven weeks' holiday) and an additional week from age 65 (a total of eight weeks' holiday).

5. Whistleblowing

We maintain a whistleblowing channel through which employees can report concerns either anonymously or by name. One whistleblowing case was handled during 2025.

Governing Documents Related to Equality and Non-Discrimination

- NMO Corporate Policy
- Code of Conduct
- HSE Manual
- Employee Company Handbook