

Statement on the Current Status of the Company and Measures for Equality

- 1. Current Status of the Company** Kumera Marine AS is committed to ensuring equality and diversity across all areas of the organization. To assess the current situation, we have conducted a systematic analysis of gender balance and equality issues within our company. Below is a summary of the key findings:
 - **Gender Distribution:** As of December 31, 2024, the gender distribution among employees is 14% women and 86% men, equivalent to 8 women and 50 men.
 - **Recruitment:** Recruitment is conducted through agencies that ensure job descriptions are universally designed and use gender-neutral language.
 - **Temporary Employees:** There are no temporary employees apart from two apprentices.
 - **Part-time Employees:** Five employees work part-time, all of whom are men.
 - **Overall Salary Differences:** Women earn 90% of men's salaries on average. This is primarily due to the absence of women in leadership positions. When controlling for position, women earn 101% of men's salaries. An analysis of salary differences within equivalent roles has identified no significant disparities.
 - **Gender Distribution by Job Level:** The company has eight managers and 50 other employees. All eight managers are men. Among the other employees, 42 are men and 8 are women.
 - **Parental Leave Usage:** Two men took parental leave in 2024.
 - **Involuntary Part-time Work:** No employees work involuntarily part-time.
 - **Other Considerations:** We have also assessed opportunities for skills development, promotions, and access to flexible work arrangements.
- 2. Measures to Fulfill the Company's Obligations** As part of our duty to promote equality and prevent discrimination, we have implemented the following measures:
 - a) Recruitment and Career Development**
 - We actively ensure that job advertisements and recruitment processes are gender-neutral and inclusive.

- Measures have been initiated to explore ways to increase the representation of women in leadership positions.

b) Salary and Working Conditions

- We conduct annual analyses of gender-based salary differences to identify and address any disparities.
- We facilitate flexible work arrangements to enable all employees to balance work and family life.

c) Organizational Culture and Awareness Initiatives

- We provide training for managers and employees on conscious and unconscious biases as well as the benefits of diversity.
- We have established whistleblowing procedures to handle cases of discrimination or harassment.

d) Monitoring and Evaluation

- We set specific targets for improving gender balance and equality, which are reviewed and reported annually to the board.
- Employees are regularly invited to participate in surveys that assess perceptions of equality and fairness in the workplace.

3. Commitment and Progress

- Kumera Marine AS is committed to continuously improving our efforts to promote equality. We monitor the effectiveness of our initiatives through annual evaluations, measuring progress and making adjustments as necessary.
- Our goal is to ensure a fair and inclusive workplace where all employees, regardless of gender or other factors, have equal opportunities to thrive and develop.

4. Methodology

- **Definition of Job Levels:** Job levels are categorized into management and other employees.
- **Assessment of Involuntary Part-time Work:** This is determined through discussions with employees. Full-time positions have been offered, but some employees have chosen to remain in part-time roles.

- **Comparison with Previous Years:** Data from previous years is available, and we track progress on implemented measures.
- **Discrimination Risk:** This is discussed with employee representatives on a quarterly basis. The low number of female applicants for positions remains an ongoing challenge, despite efforts to improve job descriptions and recruitment practices. The root cause is currently unknown.
- **Equality Initiatives:** Equality efforts are conducted by management in collaboration with HR and employee representatives through structured quarterly meetings. A key challenge remains the limited data set for comparison within the company.

For inquiries regarding our equality efforts or for further information, please contact:

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