

Gender Equality Plan – Norner Research AS

Background

Norner Research AS focus on gender equality and we believe that gender equality contributes to the values of the company which is:

Confidence. We are professional and use knowledge and experience to achieve ambitious goals

Impact. Create value for our customers and owners, with consideration for employees, customers, the environment and society

Imagine. Think new, develop opportunities and bring ideas from the future into novel solutions of today

Passion. A strong sense, from your heart and your mind of commitment and enthusiasm

Norner Research has established a gender equality plan to ensure continuous focus on gender equality. The Gender Equality Plan has been approved by the management and is available on the company website. The plan includes the goals, and the activities to achieve these goals. The document will be regularly updated.

Status of gender equality

Norner Research has the following gender balance as of March 15th, 2023:

Employment	Employees (Total)				Total
	Male	Percentage	Female	Percentage	
Manager/advisor with industry leading expertise	11	65 %	6	35 %	17
Principle researcher/consultant	5	50 %	5	50 %	10
Senior researcher/consultant/senior engineer	16	64 %	9	36 %	25
Researcher/senior engineer	12	50 %	12	50 %	24
Engineer/senior technician	6	75 %	2	25 %	8
Operator/administrative support functions	0	0 %	1	100 %	1
Total	50	59 %	35	41 %	85

Norner Research has 85 employees, of which 35 are woman and 50 are men (41% female and 59% men). Across the various employment categories, although more spread, the balance reflects the total.

Main goals and measures

Norner Research has the following goals for gender equality in the period of 2023-2026:

- The Gender equality balance to be within 40%-60% for each gender
- A Culture that is adapted to family and gender needs

The following measures will be in place to support the goals:

- HR to take into account the gender objectives in recruitment processes
- Continue to support flexibility (eg. home-office, working hours flexibility, etc) to support gender, including family needs
- The management will continue to monitor family friendliness, gender based harassment and other related gender related issues and take actions if needed

Porsgrunn, March 29, 2023

Kjetil Larsen

CEO