



## **Gapit's Activity and Reporting Duty (ARD): Report on Equality and Non-Discrimination 2024**

### **Introduction**

With this report, Gapit AS presents an account of equality and non-discrimination efforts for 2024. The report is prepared in accordance with the Activity and Reporting Duty (ARP) under the Equality and Anti-Discrimination Act, aiming to highlight the company's efforts to promote equality and prevent discrimination. Through systematic mapping, analysis, and targeted measures, Gapit strives to ensure equal opportunities for all employees, regardless of gender, ethnicity, age, disability, sexual orientation, or other grounds for discrimination. The report provides an overview of the current situation, implemented measures, and future plans for equality and inclusion in the company.

### **Our Commitment**

Gapit is committed to providing all employees with the rights and opportunities to develop their skills, irrespective of gender, belief, skin color, national or ethnic origin, sexual orientation, disability, or age. We aim to ensure an inclusive work environment where men and women receive equal pay for equal work.

### **Status of Gender Equality**

Gapit has had a high proportion of male employees over time, reflecting a trend in the technology industry where more men than women pursue technology studies. There are variations across departments, with some roles showing a higher proportion of women. Gapit's goal is to achieve better gender balance, and we are committed to recruiting more women for technology roles in the future.

### **Key Figures for 2024**

- Percentage of women overall (permanent employees): 17%
- Percentage of women in leadership: 28.6%
- Percentage of female employees working part-time: 0%
- Percentage of male employees working part-time: 4.55%
- Percentage of female employees on temporary contracts: 0%
- Percentage of male employees on temporary contracts: 0%
- Average number of parental leave weeks for women: 0%
- Average number of parental leave weeks for men: 4.55%

No female employees have taken parental leave in 2024. We offer flexible solutions, including options for partial leave or flexible return to work, making it easier for both mothers and fathers to find a balance between work and family responsibilities, and to allocate their shared leave weeks according to statutory quotas.



### **Wage Mapping**

In 2024, Gapit conducted a wage mapping of gender differences in collaboration with the CFO and the Working Environment Committee. Results show that salaries are determined without regard to gender. We also follow industry wage levels and make adjustments based on excellent performance where relevant. Since our positions are not governed by collective agreements, salaries are set based on a combination of industry levels and comparable positions within Gapit. Men and women receive equal pay for equal work and work of equal value.

### **Mapping of Involuntary Part-Time Work**

Gapit has examined the incidence of involuntary part-time work among employees, and it is not relevant in our context. We have two employees working part-time by their own choice. We are mindful of complying with the legal requirements related to the norm for full-time employment and actively work to avoid involuntary part-time employment.

### **Our Work for Equality and Against Discrimination**

Gapit is committed to sustainable value creation, which includes social sustainability and fair treatment for all employees. We have clear ethical guidelines affirming that we do not tolerate discrimination, harassment, or differential treatment based on gender, ethnicity, age, disability, sexual orientation, or other characteristics.

Our leaders bear special responsibility for ensuring fair treatment in hiring, salary determination, development, and promotions.

We also have a whistleblower scheme that makes it simple and safe for employees to report unethical conduct, whether anonymously or openly. This scheme applies to employees, contractors, and external parties.

Throughout 2024, we have strengthened our work on equality and inclusion. We have established a Working Environment Committee (AMU) that includes HSE and employee representatives, which reports and informs employees. The committee has identified discrimination risks and obstacles to equality in the organization.

### **Looking Forward**

In 2024, Gapit will continue its work on equality and inclusion. This includes further implementing our ethical guidelines, emphasizing training in handling discrimination and harassment.

For 2024, we will build on the work already started to ensure that we work systematically and purposefully on equality and against discrimination.