

Equality Statement 2024

C.H. Evensen Industriovner AS

Introduction

C.H. Evensen Industriovner AS, based in Fredrikstad, Norway, specializes in the development and production of custom-made industrial furnaces and heat treatment equipment. Since its founding in 1937, the company has delivered over 4,500 installations across more than 50 countries. With a strong focus on innovation and sustainability, CHE offers solutions powered by electricity, gas, or hybrid energy sources, aiming to reduce carbon emissions in various industries. Their product range includes furnaces for heat treatment and hot-dip galvanizing, as well as technologies for decarbonizing industries through processes like pyrolysis.

C.H. Evensen is part of Vow ASA, a company that has worked systematically with equality and diversity for several years. As a subsidiary, CH Evensen shares this commitment to creating an inclusive and fair workplace. 2025 marks the first year that C.H. Evensen will submit a formal statement under the Norwegian Equality and Anti-Discrimination Act, reflecting both the company's values and its alignment with Vow ASA's focus on gender equality and non-discrimination.

To meet the requirements set by the Norwegian *Equality- and Anti-Discrimination Act* section 26, C.H. Evensen has performed due diligence in accordance with the act and issued a statement. The equality statement consists of two parts, part one accounting for the actual state of gender equality in the organization. Part two accounts for the organization's assessment regarding their equality and anti-discrimination efforts.

Part 1: State of Gender Equality

Gender Balance

Gender	2024*
Women	5
Men	58
Total	63

* Incl. Board og directors

Gender balance per employee category

	Women	Men	Total	Women (%)	Men (%)
Board of Directors	1	2	3	33%	67%
Director	0	1	1	0%	100%
Manager	1	3	4	25%	75%
Lead	0	3	3	0%	100%
Staff	3	49	52	6%	94%
Total	5	58	63	8%	92%

Full-time and part-time employment

2024	Women	Men	Total	Women (%)	Men (%)
Full-time	3	54	57	5%	95%
Part-time	1	2	3	33%	67%
Total	4	56	60	7%	93%

Permanent and temporary employment

2024	Women	Men	Total	Women (%)	Men (%)
Permanent	2	56	58	3%	97%
Temporary	2	0	2	100%	0%
Total	4	56	60	7%	93%

Parental leave

2024	Employees	Weeks (average)
Women	0	0
Men	3	10,67
Total	3	10,67

Pay gap

2024	EMB	Vice President	Director	Manager	Lead	Staff	Total
Average salary for women (%)	N/A	N/A	0%	83%	0%	79%	120%
Average salary for men (%)	N/A	N/A	100%	106%	100%	101%	99%

The table shows average fixed salaries for women and men in 2024, as a percentage of the average salary within each employee category and overall. Differences in percentages are due to the lack of directly comparable roles between men and women in several categories. The figures do not reflect unequal pay for equal work, but rather differences in role distribution across genders.

Part 2: CH Evensen's work for equality and anti-discrimination

Gender Balance and Recruitment Challenges

As of today, C.H. Evensen has a total of 60 employees, of whom 4 are women and 56 are men (excl. Board of Directors). We acknowledge that this reflects a significant gender imbalance. The main contributing factor is the nature of our work, which requires specific technical competencies typically found in male-dominated fields. Despite this, we are committed to increasing the proportion of women in our workforce.

We are part of the Vow ASA group, which has set a target of achieving 25% female representation by the end of 2025. Although our company operates within an industry that traditionally sees low female participation, we recognize our responsibility to contribute actively to this goal. We will explore initiatives that may attract more women to our organization, including outreach to relevant educational institutions and support for female apprentices or trainees where feasible.

Part-Time Employment and Leave of Absence

Part-time positions are not widely used in our company. However, where individual needs arise, we offer flexible arrangements based on agreements with the employees concerned. Regarding parental leave, we fully comply with Norwegian legislation and actively support all employees in taking leave. We make every effort to facilitate a smooth return to work after parental or other statutory leave.

Workplace Culture and Non-Discrimination

We strive to foster a working environment where everyone is respected and can be their authentic selves. We value diversity and emphasize inclusion and equality in all aspects of our operations. Discrimination, harassment, and other unethical behavior are not tolerated. Our company has adopted a policy that outlines our commitment to equality, non-discrimination, and the prevention of harassment. All employees are made aware of this policy through onboarding and internal communications.

Furthermore, we have a whistleblowing channel that allows employees to report any concerns or breaches of ethical standards anonymously and without fear of retaliation.

Future expectations

Our focus going forward will be on:

- Seeking ways to attract more women to our recruitment processes
- Continuing to support an inclusive work culture through awareness and leadership engagement
- Monitoring and improving our equality measures annually.

We are dedicated to maintaining a respectful, fair, and safe workplace for all employees and will continue our efforts to identify and reduce barriers to equality.