

Equality Statement 2024

Scanship AS

Introduction

Scanship AS is a part of Vow ASA, a company dedicated to providing innovative solutions that purify wastewater, transform waste into valuable resources, and generate clean energy. At Vow, our employees are regarded as the Group's most valuable assets. We firmly believe that a diverse and inclusive workforce is essential for fostering innovation, driving sustainable growth, and achieving long-term success.

To meet the requirements set by the Norwegian *Equality- and Anti-Discrimination Act* section 26, the group 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	35
Men	72
Total	107

Gender balance per employee category

	Women	Men	Total	Women (%)	Men (%)
Executive Management Board	2	3	5	40%	60%
Vice President	0	4	4	0%	100%
Director	1	1	2	50%	50%
Manager	1	5	6	17%	83%
Lead	6	12	18	33%	67%
Staff	25	47	72	35%	65%
Total	35	72	107	33%	67%

Full-time and part-time employment

2024	Women	Men	Total	Women (%)	Men (%)
Full-time	34	71	105	32%	68%
Part-time	1	1	2	50%	50%
Total	35	72	107	33%	67%

Permanent and temporary employment

2024	Women	Men	Total	Women (%)	Men (%)
Permanent	34	70	104	33%	67%
Temporary	1	2	3	33%	67%
Total	35	72	107	33%	67%

Parental leave

2024	Employees	Weeks (average)
Women	5	22
Men	5	21
Total	10	22

Pay gap

2024	EMB	Vice President	Director	Manager	Lead	Staff	Total
Average salary for women (%)	85%	N.A	103%	110%	85%	104%	95%
Average salary for men (%)	129%	N.A.	97%	98%	109%	98%	103%

The pay gap reporting includes all employees, where the total headcount of employees is separated by subcategories to evaluate equal work and work of equal value. The category includes fixed pay. The table shows average salary for women and men as a percentage of average salary for employees in each employee category and for all employees. The employee categories were set by HR based on existing categories and structures.

The salary differences between men and women are primarily a result of gender balance on C-level. To reduce the pay gap, work is being done in the compensations & benefits area, in addition to the goal of increasing the gender balance in management positions.

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

In 2022, the group set a goal to increase female representation in management positions to 25% by 2025. This target was achieved ahead of schedule in 2023, with women comprising 40% of the Executive Management Board, and this level has been maintained in 2024.

Progress has also continued with regard to broader leadership roles (Executive Management Board, Director, and Manager levels). Female representation rose from 23% in 2023 to 31% in 2024, surpassing the original 25% target one year ahead of time. This reflects the continued impact of our structured development and recruitment initiatives.

The overall percentage of women in the company stands at 33% in 2024, compared to 37% in 2023. This change is partly linked to temporary layoffs implemented during the year, which contributed to a higher turnover among female employees, driven by uncertainty regarding long-term employment stability. Despite this, gender distribution remains balanced across employment types, with women representing 33% of both permanent and temporary positions.

Our targeted recruitment strategy continues to play a vital role in promoting diversity, with efforts focused on reducing unconscious bias and implementing tailored approaches at the team level. Moving forward, we will continue to prioritize gender balance, with particular focus on reinforcing retention and progression opportunities for women at all levels of the organization.

Progress and Focus Areas in 2024

In 2024, the share of women in the Executive Management Board remained at 40%, maintaining the progress achieved in the previous year. Female representation in leadership roles (Executive Management Board, Director, and Manager levels) continued to grow, rising from 23% in 2023 to 26%.

While the overall percentage of women in the organization declined slightly from 37% in 2023 to 33% in 2024, this was influenced by temporary layoffs during the year, which led to higher turnover among female employees due to uncertainty regarding long-term employment stability.

Scanship continues to build on its diversity strategy through targeted development and recruitment processes. Ongoing actions include:

- The Diversity and Inclusion Guidelines introduced in 2023 continued to be used in 2024 for external recruitment processes.
- Implementation of tailored recruitment strategies for each team to mitigate unconscious bias.
- Strengthening internal leadership development programs with a focus on inclusive career progression.
- Continued monitoring of pay equity across all employee groups.
- Focused efforts on retention to sustain gender balance in both leadership and operational roles.

Ethnicity, religion, and disabilities

Scanship AS remains committed to fostering an inclusive workplace that values diversity in all forms. As part of a multicultural group operating globally, our workforce continues to reflect a broad spectrum of backgrounds, with employees continuing to represent around 30 nationalities.

In 2024, despite a year marked by operational challenges, we have continued to emphasize the importance of inclusion and equal opportunity across the organization. We do not differentiate based on ethnicity, religion, or disability in our interactions or employment practices.

Diversity remains a core strength of our organization — it enriches our perspectives, drives innovation, and strengthens our ability to understand and serve a global customer base. Our commitment to creating a respectful, inclusive, and equitable work environment stands firm, regardless of the external circumstances.

Future expectations

A data-driven approach will continue to be implemented, involving the gathering, analysing, and measuring of the effects of our efforts. Additional best practice research within diversity and inclusion has been identified and will serve as the foundation for strengthening our work in this area.

Specific focus will be placed on addressing the Pay Gap, with active measures to close the gap between genders. The communicated goal of 25% females in leadership positions by 2025 remains a priority.

A new goal has been announced to increase the percentage of female employees in Scanship AS from the current 33% to 40% by 2025.