



Equality and Activity duty statement

EQUALITY AND ACTIVITY DUTY STATEMENT 2023

Introduction

According to The Equality and Anti-Discrimination Act § 26, all Norwegian employers are obliged to work actively, targeted and systematically to promote equality and prevent discrimination in the workplace. All private sector employers of a certain size (50+ employees) must comply with the regulation of annual ARP-reporting. The general activity duty states that all employers must identify and address challenges regarding equality and diversity in the workplace before any incidents of discrimination take place. Recharge publish the statement on equality and anti-discrimination as part of our annual ESG report. This area is a part of our HSE-work (Health, Safety, and Environment work).

By the end of 2023, we counted 46 employees at Recharge AS, and 73 total in the Recharge group. As a company with ambitions to grow, we comply with the four-step method in accordance with the Equality and Anti-Discrimination Act, and report on the company's status. The four steps consist of 1. Investigating risk of discrimination or other barriers to equality, 2. Analyze cause of identified risk, 3. Implement measures, 4. Evaluate.

The statement is divided in two parts.

1. The status of gender equality & gender pay gap in the company (A & B)
2. The work we have done on the activity duty in anti-discrimination § 26 a-d.

Recharge is a charging point operator with charging stations in Norway, Sweden, Denmark and Finland. Recharge develops services through innovation, an open network, and green investments, and by this making the transformation from fossil to electric vehicles easy and convenient. Recharge has identified "diversity" as one of its material topics and aims to be an open and including organisation based on the values of tolerance, equality, and transparency. We strive to have employees from different backgrounds, and want Recharge to be a fair, safe, and inclusive place to work.

Part 1: A) Status of Gender Equality

Gender Balance 2023 in Recharge

Gender	Norway (AS)	Sweden (AB)	Finland (Oy)	Overall gender balance
Women	24%	43%	0%	27%
Men	76%	57%	100%	73%

As Recharge operates in Norway, Sweden, Denmark and Finland the gender balance is calculated based on the total of our employees. There were zero employees employed at Recharge Denmark ApS in 2023.

Recharge aims to improve the share of women in our organization by setting a concrete goal of least 30% of female share by 2024, and 40% female share by 2026. For 2023, 39% of our new hires were female, which mark a substantial improvement from our 2022 recruitment number. The overall gender balance in the company for 2023 was 27% which is close to our 2024 goal of at least 30% female share in the company.

Part-time employment 2023

Gender	Norway (AS)	Sweden (AB)	Finland (Oy)
Women	0	0	0
Men	2	0	0

In 2023, 2 male employees were employed part time at Recharge. All part-time employees were mapped as voluntary.

Temporary employment 2023

Gender	Norway (AS)	Sweden (AB)	Finland (Oy)
Women	0	0	0
Men	1	0	0

There were 1 temporary male employee at Recharge AS in 2023.

Parental leave 2023

Gender	Norway (AS)	Sweden (AS)	Finland (Oy)	Parental leave average
Women	0	0	0	-
Men	1	0	0	-

In 2023, one male in Recharge AS took parental leave. To maintain confidentiality, we are unable to disclose specific details regarding the duration of parental leave taken by our employees. HR department is available to provide further information upon request.

Part 1: B) Status of gender pay gap

While Recharge AS falls below the threshold of 50 employees required for mandatory public disclosure of gender pay gap data according to Norwegian law, we are committed to fostering a culture of transparency and equity. As part of our dedication to promoting fairness and inclusivity, we have proactively chosen to share information on our gender pay gap. By voluntarily providing this insight, we reaffirm our commitment to accountability and continuous improvement in all aspects of our operations. At Recharge, we believe that transparency is fundamental to building trust with our employees and stakeholders, and we remain steadfast in our efforts to promote equality and opportunity for all.

Position level in Recharge

The purpose of the different position levels is to uncover discrimination in gender pay gap. The division is based on all Recharge positions first categorized and then divided into levels in accordance with the recommended method from BUFDIR. The division into different levels should reflect the weighting of the position according to the criteria of responsibility, competence, working conditions, and workload. In line with the law, it is the content of the position and the requirements of the work that have been evaluated, not the individual's presentations or seniority.

Position level	Position in characterized by
Level 0	CEO - Overall responsible for Recharge's results and development.
Level 1	RMT – Recharge Senior Management Team: Responsible for leading and developing a core area and is responsible for contributing to the strategic decision-making processes for Recharge as a whole.
Level 2	EMT – Recharge Extended Management Team: Responsible for managing and directing key operational functions or business functions within Recharge. Translating strategic objectives into actionable plans, overseeing day-to-day operations, and driving performance excellence within their respective areas. Additionally, they collaborate closely with senior leadership in decision-making processes, providing valuable insights and recommendations to support Recharge's strategic goals and objectives.
Level 3	NME - Non-Managerial Employees: Responsible for executing tasks and duties within their designated roles, contributing to the achievement of departmental and organizational objectives through their individual efforts. They focus on performing their assigned responsibilities efficiently and effectively, adhering to company policies and procedures while maintaining high standards of quality and professionalism. Additionally, they actively participate in team collaboration and communication, supporting their colleagues and contributing to a positive work environment. Furthermore, they may engage in continuous learning and development opportunities to enhance their skills and capabilities, driving personal growth and organizational success.

Gender pay gap reporting (women's share of men's salary in average)

	Norway (AS)	Sweden (AB)	Finland (Oy)	Total
Level 0 (CEO)			N/A	N/A
Level 1 (RMT)			N/A	N/A
Level 2 (EMT)	100,6%	91,4%	N/A	96%
Level 3 (NME)	86,3%	105%	N/A	96%
Total average	85%	92%	N/A	88%

Recharge aims to offer competitive terms and conditions to attract top talent. Our goal is not to be the industry leader in terms of salary, but rather to provide attractive compensation packages that encompass various benefits and opportunities for growth and development. We prioritize creating a supportive and rewarding work environment where employees feel valued and motivated to contribute their best.

In Recharge Women's salary, on average, across the entire organization and all levels combined, corresponds to 88% of men's salary. The numbers show the proportion of women's salaries compared to men's across position levels*.

**For example, female managers at level 2 earned on average 96% of what men earned at the same level of position.*

Based on the provided numbers, we can observe the following:

- At **Level 0 (CEO)**, where there is only one person, it's not possible to report the women's proportion of men's salary.
- At **Level 1 (RMT)**, due to the presence of only one female employee in both Sweden and Norway, and to ensure confidentiality and anonymity according to law, we have decided not to report numbers for this level.
- Moving to **Level 2 (EMT)**, we observe that in Norway, women's salary slightly exceeds men's salary by 0.6%, whereas in Sweden it's 91.4% of men's salary. The total average across all countries for this level is 96%.
- At **Level 3 (NME)**, the gender pay gap in Norway is 86.3%, while in Sweden it is reported to be 105%, indicating that women in Sweden earn slightly more than men at this level. The total average across all countries for this level is 96%.
- *In Finland, it is not possible to report the proportion of women's salary compared to men's, as there are no female employees.*

Overall, when considering all levels and countries, the average women's salary in Norway is reported to be 85% of men's salary, while in Sweden it's 92%. The total average across all countries for the entire organization is 88%.

A gender pay gap of 88% across Norway and Sweden highlights our strides towards creating a more equitable workplace for all. Compared to the general 2023 gender pay gap statistics in Scandinavia, these numbers are in line with the improving trend of minimizing the pay gap between men and women. This figure not only reflects our progressive stance on gender equality but also underscores our dedication to attracting and retaining top talent, irrespective of gender. This figure serves as a testament to our ongoing efforts to address disparities and ensure that all employees are compensated fairly for their skills, experience, and contributions. We will continue the work of monitoring the gaps yearly to make sure employees with equal work gets equal pay.

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

In this section of our equality statement, Part Two provides a detailed overview of the actions taken to meet the requirements outlined in § 26 a – d. We highlight the steps we have taken to address and reduce potential discrimination in the workplace.

Our endeavor to combat discrimination and promote equality encompasses a spectrum of critical areas, including but not limited to:

- Recruitment
- Establishment of equitable remuneration structures and working conditions
- Provision of employee development opportunities and facilitation of promotion pathways
- Fulfillment of accommodation duties
- Facilitation of opportunity to combine work with family life (Work life balance)

Building upon the risk identified and initiatives outlined in our 2022 report, Recharge has continued its commitment to fostering a fair, safe, and inclusive environment for all employees. Despite being a young and growing organization, our dedication to cultivating a positive workplace culture remains steadfast.

In 2023, Recharge intensified its efforts to bolster HR practices aimed at promoting diversity and inclusion. Building on the foundation laid in the previous year, we continued to allocate resources towards human capital development and the establishment of robust HR structures. Notably, the appointment of an HR director in 2022 has facilitated the

enhancement of human capital development strategies and the nurturing of an inclusive workplace ethos. Additionally, to further boost our efforts, an external HR advisor was enlisted during part of 2023 to provide specialized support to the HR director across various strategic and operative initiatives.

Throughout 2023, Recharge dedicated efforts to refine its HR processes, with a particular focus on key areas such as recruitment, management training, and enhancing our employee handbook. In line with these advancements, we also formulated and implemented a [diversity and inclusion policy](#) aimed at fostering inclusivity and equity within our organization. Furthermore, we fortified internal and external whistleblowing channels to uphold transparency and integrity within the organization.

Risk assessment and identified risk factors

The findings of our 2022 risk assessment highlighted the need for formalized procedures and guidelines to bolster our equality and anti-discrimination efforts. While our existing company culture and HR processes provide a solid foundation, Recharge recognizes the importance of establishing concrete goals and measures to drive progress in this area.

During the 2022 risk assessment, we thoroughly evaluated potential grounds for discrimination, including gender, pregnancy, parental leave, caregiver responsibilities, ethnicity, religion, philosophies of life, functional ability, sexual orientation, gender identity, gender expression, and their combinations. These evaluations were based on the likelihood of occurrence and severity of each threat.

Prominent risk factors identified in the assessment, such as challenges in work-life balance, training and development, duty to accommodate, and efforts to prevent harassment, have informed our strategic priorities for the coming year (2024). Concrete actions will be implemented to address these risks, ensuring that Recharge remains committed to promoting equality and fostering an inclusive workplace environment.

Here is a summary of actions taken to address the risks:

Identified risks	2022 - risk assessment results	2023 - actions
Work-life balance:	As an organization in the process of upscaling the business, there are many tasks and few people. The expectations about what needs to be done and when may be challenging for some employees.	<ul style="list-style-type: none"> To address this challenge, we have proactively expanded our full-time equivalents (FTE) and initiated a comprehensive restructuring effort. By increasing our workforce capacity and refining our organizational structure, we aim to alleviate the burden on employees and promote a healthier work-life balance. Recharge is also practicing flexibility, both via the hybrid working policy and individual flexibility arrangements where needed. Agreements are in place where people wish to work reduced. Employee surveys and the Goals and Development dialogue include questions on work-life. The employee survey responses are acceptable. Individual actions are taken where required.
Training and development:	As an upscaling business it might be hard to dedicate time to training and development.	<ul style="list-style-type: none"> Recharge budgets funds for courses, and further education for employees. This is needs-tested and agreed in the Goals- and development dialogue. Extensive leadership development programs have run through 2023 quarterly and continues in 2024. Internal routines and procedures are continually improved and strengthened.
The duty to accommodate/facilitate:	Communicate duty to accommodate in internal routines and job adverts.	<ul style="list-style-type: none"> A diversity and inclusion policy was established in 2023 with clear expectations to accommodate employee needs in recruitment processes as well as at the workplace. Facilitation is also a part of the annual HSE program (Vernerunde).
Efforts towards preventing harassment:	Minimal focus at leadership level due to major workload	<ul style="list-style-type: none"> Topic is included in the employee survey and monitored through pulse surveys. Internal and external whistleblower channels and routines are in place. We will work more actively in training and educating employees and managers in these routines in 2024.
Recruitment	Difficult being the one to raise concerns in a culture where "everyone" is happy	<ul style="list-style-type: none"> Not previously identified as a risk; however, we have consistently focused on enhancing our recruitment processes and templates to mitigate biases. Throughout 2023, HR has implemented a systematic and structured approach to recruitment, addressing aspects such as the language used in job advertisements, onboarding procedures, probationary periods, and career development opportunities.



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