

# EQUALITY AND ACTIVITY DUTY STATEMENT 2024

*The largest rapid charging network in the Nordics*



## 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 2024, we counted 52 employees at Recharge AS, and 85 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 organization 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. The status of gender equality & gender pay gap in the company

## Status of Gender Equality (Part 1A)

Gender Balance 2024 in Recharge				
	Norway (AS)	Sweden (AB)	Finland (Oy)	Overall gender balance Recharge
Women	31%	38%	0%	32%
Men	69%	62%	100%	68%

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 2024.

Recharge aims to improve the share of women in our organization by setting a concrete goal of least 35% of female share by 2025, and 40% female share by 2026. For 2024, 43% of our new hires were female, which again is an improvement from our 2023 recruitment number. The overall gender balance in the company for 2024 was 32% which means we exceeded our goal for 2024 which was least 30% female share in the company.

Part-time employment 2024			
	Norway (AS)	Sweden (AB)	Finland (Oy)
Women	1	0	0
Men	2	0	0

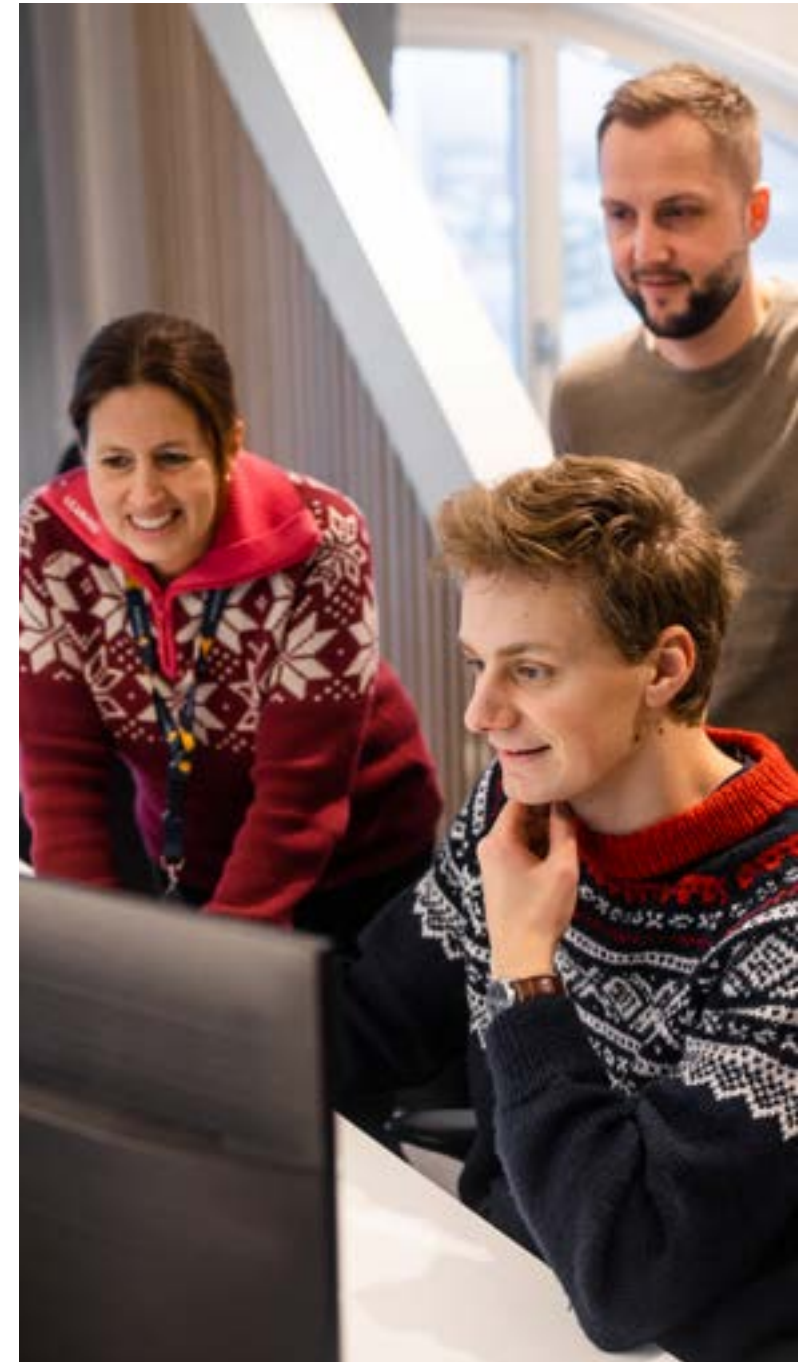
In 2024, 2 male employees were employed part time at Recharge and one female employee. All part-time employees were mapped as voluntary.

Temporary employment 2024			
	Norway (AS)	Sweden (AB)	Finland (Oy)
Women	0	0	0
Men	1	0	0

There were 1 temporary male employee at Recharge AS in 2024.

Parental leave 2024				
	Norway (AS)	Sweden (AB)	Finland (Oy)	Parental leave average (§12-5 Working Environment Act)
Women	0	1	0	-
Men	1	0	0	-

In 2024, one male in Recharge AS took parental leave and one female in Recharge AB. 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.



# Status of gender pay gap (Part 1B)

Recharge has, for the first time since we started reporting, more than 50 employees which is the minimum requirement for mandatory public disclosure of gender pay gap data according to Norwegian law, we are committed to fostering a culture of transparency and equity. We continue our dedication to promoting fairness and inclusivity as well as 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
<b>Level 0</b>	CEO - Overall responsible for Recharge's results and development.
<b>Level 1</b>	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.
<b>Level 2</b>	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.
<b>Level 3</b>	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 <sup>1</sup>
<b>Level 0 (CEO)</b>			N/A	N/A
<b>Level 1 (RMT)</b>			N/A	N/A
<b>Level 2 (EMT)</b>	84,2%	97,6%	N/A	<b>90,3</b>
<b>Level 3 (NME)</b>	83,6%	102,1%	N/A	<b>91,8%</b>
<b>Total average</b>	<b>84,0%</b>	<b>99,4%</b>	<b>N/A</b>	<b>90,9%</b>

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 90,9% of men's salary. The numbers show the proportion of women's salaries compared to men's across position levels<sup>2</sup>.

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 is 84% which is slightly lower number than 2023, whereas in Sweden it's 99,4% of men's salary which is

instead a slightly higher number than previous year. The total average across all countries for this level is 90,3%. Due to the reorganization, we expect the numbers for 2025 to be even more equal.

- At **Level 3 (NME)**, the gender pay gap in Norway is 83,6%, while in Sweden it is reported to be 102%, indicating that women in Sweden earn more than men at this level. The total average across all countries for this level is 91,8%.
- 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, the average women's salary in Norway is reported to be 84% of men's salary, while in Sweden it's 99,4%. The total average across all countries for the entire organization is 90,9%, which is an increase since last year.

A gender pay gap of almost 91% across Norway and Sweden highlights our strides towards creating a more equitable workplace for all. Compared to the general 2024 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.

We would also like to mention that the difference in equal pay between the countries does not go unnoticed and is something we will continue to work with, both when recruiting but also for the women already employed in Norway.

<sup>1</sup>The average on the different levels only includes employees belonging to that level. Thus, CEO and RMT are not included in any of these averages due to comments given in text above.  
<sup>2</sup>For example, female managers at level 2 earned on average 90,3% of what men earned at the same level of position.

## 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 2024, 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. In June 2024 we hired a permanent position as People & Culture Advisor, located in Sweden, to make sure we have HR representation on both our core markets. We also re-worked our core values and the definition of them, making sure that we live as we learn.

All management got educated in bias: how to acknowledge one's own bias and challenge it both in recruitment but also when making decisions in your everyday life. We also made an effort to make all our recruitment ads more inclusive and attractive for a larger group of people, making a conscious effort to widen our candidate base.

In December 2024 we further developed our whistleblowing function, making it easier to use but also available for external parties as well.

During 2024 we also got our own office space in Sweden, making it easier to work with inclusion and come together even more as a group.

### Risk assessment and identified risk factors

Our work with and against previous findings continues, as this is a priority for us. 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.

We have 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 this year, but also formed the future road map. Concrete actions will be implemented to address these risks, ensuring that Recharge remains committed to promoting equality and fostering an inclusive workplace environment.



## EQUALITY AND ACTIVITY DUTY STATEMENT

Summary of actions taken to address the risks:		
Identified risks	2023	2024 - actions
<b>Work-life balance:</b>	As we are still a growing business in a fast-paced environment, the challenge of work-life balance remains and is something we constantly have to balance.	<ul style="list-style-type: none"> <li>- Although a re-organization can be stressful in itself, we believe it has laid a solid foundation for a smarter and more effective way of working.</li> <li>- We have hired new colleagues with competence specific to make us better equipped for the future. The recruitment process and the recruitment profiles have been updated and we believe it has made us even better at pinpoint our needs.</li> </ul> <p>All of the above to help us work smarter, not harder whilst also having wellbeing at work.</p> <ul style="list-style-type: none"> <li>- 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. The new office in Stockholm as well as the satellite office in Oslo will further help with this.</li> <li>- 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.</li> </ul>
<b>Training and development:</b>	As an upscaling business it might be hard to dedicate time to training and development.	<ul style="list-style-type: none"> <li>- Recharge budgets funds for courses, and further education for employees. This is needs-tested and agreed in the Goals-and Development Dialogue.</li> <li>- Extensive leadership development programs have run through 2024 quarterly and continues in 2025 and then with a new provider.</li> <li>- Internal routines and procedures are continually improved and strengthened.</li> <li>- EMT has been revised, making sure we aim our leadership efforts at the right people.</li> </ul>
<b>The duty to accommodate/facilitate:</b>	Communicate duty to accommodate in internal routines and job adverts.	<ul style="list-style-type: none"> <li>- The educational session focused on bias, as well as making our recruitment ads more inclusive were two specific actions for 2024. Facilitation is also a part of the annual HSE program (Vernerunde).</li> </ul>
<b>Efforts towards preventing harassment:</b>	<p>Little to no education or information about the topic and how to prevent it, catch it and stop it.</p> <p>In a culture where everyone is very friendly and you care a lot about the atmosphere, you might not want to be the one to raise a concern</p>	<ul style="list-style-type: none"> <li>- Topic is included in the employee survey and monitored through pulse surveys though out the year. Action is taken where needed.</li> <li>- Internal and external whistleblower channels have been updated to be more accessible and user friendly.</li> </ul>
<b>Recruitment</b>	The risk has been jugded as low, but it is a critical moment for us so we will continue to work with it.	<ul style="list-style-type: none"> <li>- Education about bias for all leaders.</li> <li>- Recruitment ads have been updated to be more inclusive.</li> <li>- Continue to work with and set the bar even higher for number for female employees.</li> </ul>

# EQUALITY AND ACTIVITY DUTY STATEMENT 2024

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