

EQUALITY AND ANTI-DISCRIMINATION STATEMENT 2025

The largest rapid charging network in the Nordics



Introduction

Recharge is a Nordic charge point operator (CPO) that builds, owns and operates infrastructure for electric vehicle charging across Norway, Sweden, Finland and Denmark.

With one of the longest track records in the industry, Recharge operates a large and growing charging network and delivers services to both private and professional users. Through its operations, the company plays an important role in supporting the transition to electric mobility across the Nordics.

Recharge has identified diversity as one of its material topics and aims to be an open and inclusive organisation. This work is grounded in Recharge's core values Dare, Share and Care, and supports a fair, safe and inclusive workplace where equal opportunities, respect and transparency are promoted across the organisation.

According to the Norwegian Equality and Anti-Discrimination Act §26, all employers are required to work actively, targeted and systematically to promote equality and prevent discrimination in the workplace. Private sector employers that regularly employ more than 50 employees are also subject to a public reporting obligation (the activity and reporting duty – ARP).

Recharge publishes this Equality and Anti-Discrimination Statement as part of its annual ESG reporting, and the work described herein is integrated into our People & Culture processes.

Recharge applies the four-step method prescribed by the Equality and Anti-Discrimination Act:

1. Investigate risks of discrimination and barriers to equality.
2. Analyse causes of identified risks.
3. Implement appropriate measures.
4. Evaluate results and adjust measures where necessary.

This statement is divided into two main parts:

Part 1: **Status of gender equality and gender pay gap.**

Part 2: **Recharge's work on the activity duty and anti-discrimination.**



NUMBER OF
EMPLOYEES 2025

85

An icon consisting of two white outlines of human figures, one slightly behind the other, with a white lightning bolt shape at the bottom right.

NORWAY
51

SWEDEN
31

DENMARK
—

FINLAND
3



Part 1 – The status of gender equality & gender pay gap in Recharge

Status of Gender Equality

This section presents the status of gender equality at Recharge in 2025. In accordance with the Equality and Anti-Discrimination Act, Recharge reports annually on gender balance in the organisation, including the distribution of women and men overall, part-time and temporary employment, and the use of parental leave. The purpose is to provide a transparent overview of the factual situation and to identify potential structural differences that may represent risks to equal opportunities in the workplace.

Gender Balance 2025 in Recharge				
	Norway (AS)	Sweden (AB)	Finland (Oy)	Overall gender balance Recharge
Women	37%	35%	0%	35,2%
Men	63%	65%	100%	64,8%

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 2025.

Having a meaningful share of female employees has long been a priority for Recharge. We have had concrete targets for female share and worked hard to reach these targets through targeted initiatives and actions. In 2025 we met our target of having minimum 35% share of female employees.

Part-time employment 2025			
	Norway (AS)	Sweden (AB)	Finland (Oy)
Women	1	0	0
Men	0	0	0

In 2025, 0 male employees were employed part time at Recharge and one female employee. All part-time employees were mapped as voluntary.

Temporary employment 2025			
	Norway (AS)	Sweden (AB)	Finland (Oy)
Women	0	0	0
Men	0	0	0

There were zero temporary employees at Recharge in 2025.

Parental leave 2025				
	Norway (AS)	Sweden (AB)	Finland (Oy)	Parental leave average (\$12–5 Working Environment Act)
Women	0	1	0	–
Men	1	0	0	–

Recharge maps parental leave by gender annually. In 2025, parental leave was taken by one employee in Norway (male) and one employee in Sweden (female). Due to confidentiality considerations and low numbers in some entities, Recharge does not publish the average duration (weeks) at entity level when it may identify individuals. The company documents the underlying figures internally and can provide additional aggregated information to relevant internal stakeholders upon request, in line with the Act’s requirements on confidentiality and transparency.



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Status of gender pay gap

As we continue to grow our organization, we are dedicated to keep monitoring and reporting on mandatory public disclosure of gender pay gap data according to Norwegian law, and we are committed to fostering a culture of transparency and equity. We continue our dedication to promoting fairness and inclusiveness 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 cate-gorized and then divided into levels in accordance with the recommended method. 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, strategy and organisational development.
Level 1	RMT – Recharge senior management team. Responsible for leading and developing a core area, with accountability for strategic decision-making and overall performance within their area of responsibility.
Level 2	EMT – Recharge Extended management team. Responsible for managing and directing key operational or business functions, translating strategic objectives into operational plans and ensuring effective day-to-day execution within their area.
Level 3	NME – Non-Managerial Employees: Responsible for performing defined roles and tasks within their function, contributing to operational delivery and organisational objectives without formal people management responsibility.

Gender pay gap reporting

	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%	94%	N/A	97%
Level 3 (NME)	90%	97%	N/A	93%
Total average¹	96%	95%	N/A	95%

Recharge aims to offer competitive and equitable pay based on role content and requirements. In 2025, women's average salary across the organisation corresponds to 95% of men's average salary (total average across countries). The table shows women's share of men's salary by position level, reported where figures can be presented in an anonymised way.

Key observations:

- **Level 0 (CEO):** Not reportable due to only one individual.
- **Level 1 (RMT):** Not disclosed due to confidentiality considerations and low numbers in relevant entities.
- **Level 2 (EMT):** Women's average salary is 100% of men's salary in Norway and 94% in Sweden (total 97% across Norway and Sweden).
- **Level 3 (NME):** Women's average salary is 90% of men's salary in Norway and 97% in Sweden (total 93% across Norway and Sweden).
- **Finland:** Not reportable due to no female employees.

How we work to reduce unjustified differences: Recharge reviews pay levels as part of its annual salary processes and benchmarks roles against the market. This work is carried out to support equal pay for work of equal value across the organisation, while

recognising that pay adjustments are based on role, market and individual development, not on gender.

Going forward: We will continue to monitor pay data by level and total average and use the results as input to our salary processes and recruitment practices.

Development compared to 2024

In 2024, women's average salary across the organisation corresponded to 90.9% of men's average salary (total average). In 2025, the total average increased to 95%, representing a clear year-on-year improvement at group level.

At position level, developments vary:

- **Level 2 (EMT):** The total average increased from 90.3% in 2024 to 97% in 2025, reflecting a more balanced pay relationship between women and men at this level across Norway and Sweden.
- **Level 3 (NME):** The total average increased from 91.8% in 2024 to 93% in 2025, indicating a positive, though more moderate, development.

Differences between countries have also narrowed at group level. In 2024, the total average was driven by relatively larger differences between Norway and Sweden, while the 2025 figures show a more even distribution across the organisation.

Recharge notes that year-to-year changes may be influenced by several factors, including organisational growth, changes in role composition, recruitment, and annual salary processes. The figures are therefore assessed in combination with qualitative reviews of roles and responsibilities. Monitoring developments over time remains an important input to our ongoing work on equal pay for work of equal value.

¹Total average includes all employees across the group, including level 0 and 1. Averages per level only include employees in that level; Level 0 and Level 1 are not disclosed separately due to confidentiality considerations.

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

This section describes how Recharge works to fulfil the activity duty under the Norwegian Equality and Anti-Discrimination Act. The work is structured in accordance with the statutory four-step method: (A) investigate and map risks and barriers to equality, (B) analyse causes, (C) implement measures, and (D) evaluate results. The work covers all relevant discrimination grounds and the minimum areas defined in the Act, including recruitment, pay and working conditions, development opportunities, accommodation, and the ability to combine work and family life, as well as the prevention of harassment and sexual harassment.

The activity duty is integrated into Recharge's People & Culture processes and is carried out on a continuous basis. Relevant findings and measures are documented and used as input to management processes, including annual reviews and follow-up activities.

A. Investigation and risk mapping

Recharge conducts regular assessments to identify risks of discrimination and barriers to equality across the organisation. The assessments cover all relevant discrimination grounds, including gender, pregnancy and parental leave, caregiving responsibilities, ethnicity, religion and belief, functional ability, sexual orientation, gender identity and expression, and combinations of these.

The risk mapping is based on a combination of quantitative and qualitative input, including HR data, employee surveys, pulse surveys, dialogue forums and management assessments. Particular attention is given to organisational growth, changes in structure and processes, and areas where unequal outcomes may arise over time rather than through isolated incidents.

The main risk areas identified are:

- Work-life balance in a fast-growing and fast-paced organisation,
- Access to training and competence development,
- Consistent understanding and application of the duty to accommodate,

- Awareness, reporting and prevention of harassment and inappropriate behaviour, and
- Recruitment processes, where unconscious bias or non-inclusive practices may affect equal opportunities, despite an overall low assessed risk.

B. Analysis of causes

Recharge analyses identified risks with a focus on structural and organisational factors rather than individual cases.

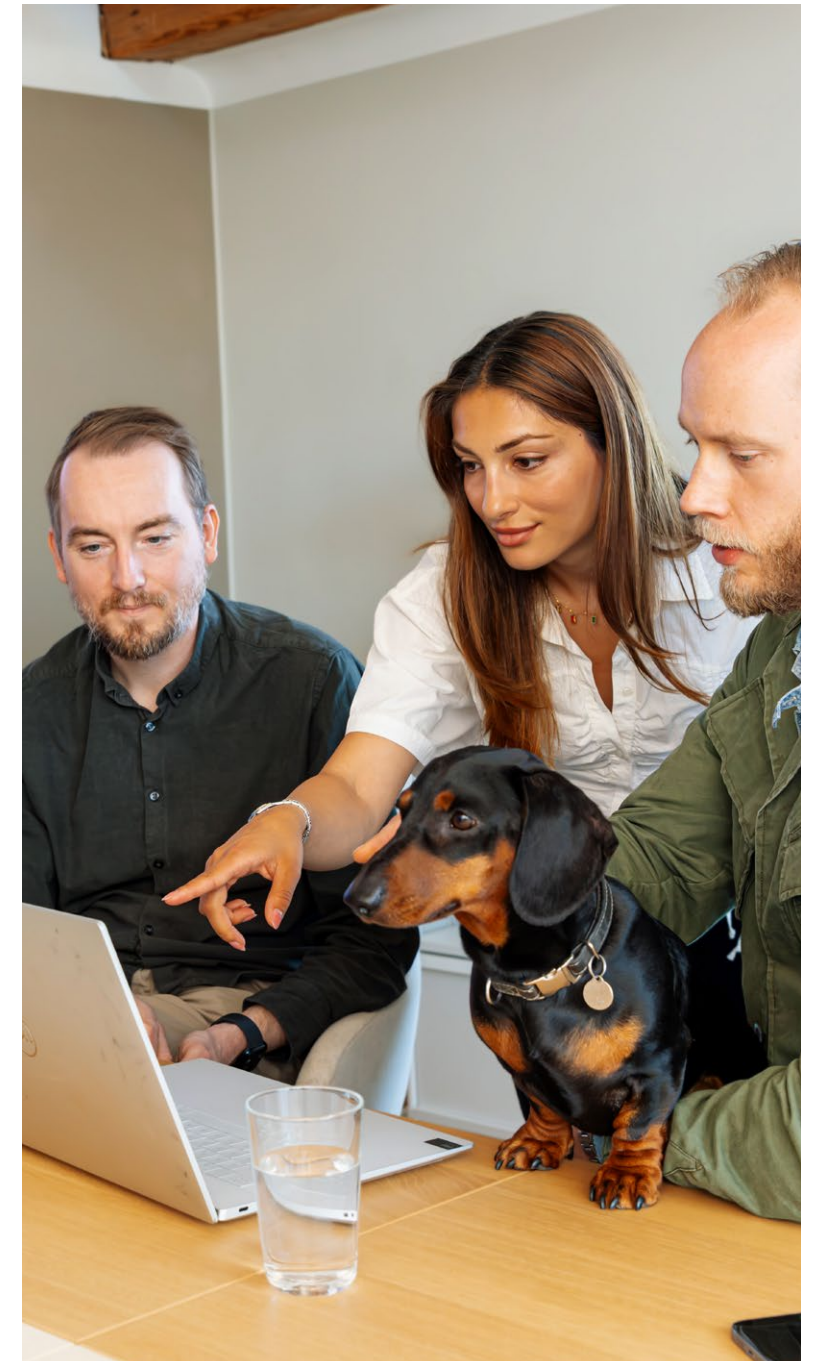
For work-life balance, the main underlying factors relate to high workload in key operational roles, frequent change, and prioritization demands in a scaling organisation.

For training and development, potential inequalities may arise from differences in time availability, role requirements, and variation in manager follow-up across teams and functions.

With regard to accommodation and facilitation, the primary risk is not lack of willingness, but inconsistent awareness, documentation and practical application of responsibilities and available solutions across teams and managers.

In relation to harassment and inappropriate behavior, Recharge recognises that a close-knit and informal culture may increase the risk of underreporting if employees are uncertain about boundaries, expectations or reporting channels.

For recruitment, potential risks are primarily linked to unconscious bias, role profiling and decision-making under time pressure in a competitive labour market. Without standardised processes and active awareness, such factors may affect equal access to employment opportunities over time.



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C. Measures implemented

Based on the identified risks and analyses, Recharge has implemented the following key measures:

Work-life balance Recharge monitors work-life balance through annual employee surveys, pulse surveys and structured Goals & Development Dialogues. A hybrid working model is maintained, with flexibility adapted to individual needs where agreed. Dialogue forums, including roundtables with management HR and the CEO, are used to capture employee perspectives on workload, expectations and prioritisation.

Training and development Recharge has implemented recurring leadership development programmes with external providers to support consistent people management practices. Employees are offered access to courses and further education, assessed and agreed through the Goals & Development Dialogue. Company-wide competence initiatives, including AI training, have been introduced to support efficient and inclusive ways of working.

Duty to accommodate The duty to accommodate is communicated through internal routines, recruitment processes and job advertisements. Facilitation and inclusion are included as part of the annual HSE programme. Managers receive guidance and training on accommodation responsibilities in recruitment and day-to-day management.

Prevention of harassment Expectations regarding respectful behaviour and zero tolerance for harassment are communicated through Recharge's Code of Conduct. Employee and pulse surveys include questions related to psychological safety and speaking up. Internal and external whistleblower channels are maintained and reviewed to ensure accessibility and trust.

Recruitment Recruitment processes are standardised and continuously improved in cooperation between HR and hiring managers. Job advertisements are reviewed to ensure inclusive language and broader outreach. Managers involved in recruitment receive training on unconscious bias and inclusive recruitment practices.

D. Evaluation of results and further work

The implemented measures are evaluated through survey results, dialogue forums, HR follow-up and management reviews. Overall survey results indicate acceptable satisfaction with work-life balance, leadership and team climate. Leadership development initiatives receive positive feedback and contribute to more consistent people management practices.

Awareness of the duty to accommodate has increased, and no significant unmet accommodation needs have been reported. Survey results and whistleblower data do not indicate widespread issues related to harassment, but Recharge recognises the need for continued focus on awareness, reporting and trust in reporting mechanisms as the organisation grows.

Recharge will continue to monitor identified risk areas, use quantitative and qualitative input to assess developments over time, and adjust measures where necessary. The results of this work form the basis for ongoing improvement and for the planning of future equality and anti-discrimination measures.



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