

Diversity and Inclusion Report

June 2025

2024

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SOLUTIONS

Diversity and



Building an inclusive workplace

Origo Solutions has collected information on salary equality, part-time work and parental leave. In addition to the strategic targets on share of women in our workforce we want to work more focused on ensuring equal pay for equal work. The salary equality ratio has not changed significantly since last year, and we still see that there currently is still a salary gap between women and men in the organization (wage equality ratio 74%). However, these figures are not adjusted for seniority, rank, education beyond the requirements of the position, experience or other factors. This can justify different pay in many cases, even if the work is of equal value. The salary equality ratio can thus not be used as a faithful measure of equal pay for equal work - but rather serve as an indicator. We will continue to closely monitor this KPI going forward and are committed to improving our model to reflect key variables, such as seniority and role complexity. A more comprehensive model will help us obtain a clearer and more accurate understanding of pay equality within the company.

Diversity and inclusion policy

Origo Solutions is working strategically to improve diversity and inclusion within the organization. Our corporate guideline, Diversity and Inclusion Policy, describes our policy regarding diversity, equality, and inclusion to ensure that we act in a manner which respects our colleagues, investors, business partners, shareholders, and communities. We seek to offer equal opportunities to all employees, to recruit the best candidates based on merit only, to demand equal pay for equal work, and for all employees to be treated fairly, regardless of gender, ethnicity, religion or belief, age, marital or civil status, pregnancy, sexual orientation or disability.

We have zero tolerance for harassment, discrimination and bullying of any kind. We demand the same level of commitment also from our suppliers. We expect that they follow fundamental human rights, labour rights and union engagement, and provide our employees with decent working conditions. Origo Solutions is conscious that changes in the composition of the workforce must take place over time, supported by clear goals and KPI's.

Attracting and retaining talent

Origo Solutions' employees are the foundation for our ability to deliver on our promises. We are growing and are focusing on obtaining more resources, conducting active training and competence development, and working on improvements and new digital solutions so that we have an efficient and sustainable value chain.

Ensuring diversity in the workforce is important to us – both in terms of a good balance of gender, age and competence, and also that we integrate personnel from different cultures and nationalities. We recruit highly skilled personnel with different nationalities. Good onboarding, sponsorship, putting newly hired staff together with experienced teams is key to success.

We also recruit skilled workers from other industries in Norway and offer training in accordance with the competence requirements for our industry. Career development for skilled workers is important in order to retain resources. We facilitate for experienced skilled workers to go the way of the foreman, field engineer, installation manager, or commissioning or method engineer with specially adapted training.

We want Origo Solutions to be a great place to work and we have committed to a working environment where talents thrive, and where knowledge and experience are valued and nurtured.



Origo Solutions' value statement

- We will treat everyone with courtesy and respect, regardless of ethnicity, gender, national or social origin, disability, sexual orientation, religious belief or political opinions or other status.
- Our goal is to recruit, develop and retain the best people based on merit and we want a creative, diverse and inclusive working environment.
- We want our employees to perform to their full potential and to be recognized and rewarded fairly for their performance.
- We want to ensure that the workplace is safe and free from harassment, discrimination and bullying. We will never tolerate any form of abuse or harassment of our colleagues or business partners.

The Diversity and Inclusion Policy is monitored by reports and KPIs and the status is reported to the Group and Company Management, and Board of Directors.



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Key staff figures



Progressing on our long-term targets

Origo Solutions did not experience any major changes in our key KPI's during 2024, but we have continued to focus on an increasing salary equality ratio, an increasing share of women and still low turnover ratio. We strive to position ourselves as an attractive employer in our core markets offering rewarding career paths and work-life balance. In 2025 we will continue to have a particular focus on strengthening our onboarding processes as we plan to hire many new employees over the next years.



Target 2025	<ul style="list-style-type: none"> More than 22 % women in workforce Turnover ratio below 5% Equal pay for equal work
Target 2030	<ul style="list-style-type: none"> More than 30 % women in workforce Minimum 40 % of each gender in leading positions Turnover ratio below 5 % Equal pay for equal work

Diversity and Equal Opportunity

Key staff figures	2020	2021	2022	2023	2024
# of employees	53	59	69	81	92
# of external consultants	8	7	11	13	22
Share of women in workforce	18 %	19 %	22 %	20 %	20 %
Share of women in management	20 %	20 %	17 %	28 %	25 %
Turnover ratio	1,8 %	0 %	3,1 %	1,3 %	2,3 %
Women in the organisation	11	13	16	18	24
Men in the organisation	50	53	64	76	90
Temporary staff women		0	0	0	0
Temporary staff men		1	1	0	1
Women taking parental leave (avg. weeks)		34	0	0	4
Men taking parental leave (avg. weeks)		0	0	8,5	0
Part-time work, women		1	0	0	0
Part-time work, men		0	1	0	0
Involuntary part-time, women		0	0	0	0
Involuntary part-time, men		0	0	0	0
Salary Equality ratio*		74 %	69 %	75 %	74 %
Salary equality ratio by employee group*	2021	2022	2023	2024	
Top Management				n.r.	
Business Development				n.r.	
Middel Managers and Specialists				77 %	
Senior Engineers				81 %	
Engineers				89 %	
Technicians/CAD/Document Control				100 %	
Total*		74 %	69 %	75 %	74 %

* New customized employee groups from 2024. Therefore, only the total shown for the years 2021 - 2023

** Salary equality ratio = avg. salary women / avg. salary men

n.r. = No Report (limited quantity to report official)



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