

# Gender Equality Plan

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Last Updated: July 2025

## The purpose of this document is to outline the Gender Equality Plan of ProfMOF AS

As a company founded on the principles of scientific discovery, ProfMOF sees its workforce as its greatest strength. Therefore, ensuring that the employees of ProfMOF have an equitable, respectful, and nondiscriminatory workplace is therefore an essential part of the operation of our company. Pursuant to Equality and Antidiscrimination Act, Section 26, this document outlines an assessment of the current Gender Equality of the ProfMOF workforce, our goals for the future, and the actions which we intend to take to ensure that our workplace remains diverse and equitable and that it improves with time.

### Assessment of the Status Quo

#### Current Gender Balance

As of July 2025 ProfMOF has a total of 10 employees. Of these, 4 are female and 6 are male.

#### Gender Balance in Seniority and Management

Of the two employees with management roles at ProfMOF, none are female. Given the small size of ProfMOFs total workforce this imbalance may not be statistically significant.

### Goals and Timelines

#### Period 2025-2029

It is the goal of ProfMOF to at least maintain or improve the 40/60 balance of its workforce over the next five years. Particular attention will be paid by ProfMOF with regard to internal career development within the company and external hiring processes that may increase the number of female employees in senior and/or management roles.

#### Period 2029-2034

It is the ultimate goal of ProfMOF that within next decade, the gender balance of our team reach a 50/50% gender balance, including in management roles.

#### Evaluation of this plan

It is our expectation that the contents of this plan be evaluated at least once on an annual basis and updated at least every two years.

## Action Plan

### Work-life Balance and Organizational Culture

ProfMOF is committed to the health and wellbeing of its employees. We wish to ensure that all ProfMOF employees have access to well-balanced working life that is not over-pressured by workplace activities. As just one example, by ensuring that all employees have access to flexibility in their working schedules, we intend not only for employees to have a healthy working life, but also to prevent exclusion of employees due to personal or family circumstances from career advancement in our company.

### Gender Balance in Leadership and Decision Making

As mentioned in the assessment of 2025 gender balance in the company, neither of the two senior managerial employees of ProfMOF are currently female. However, it should be noted that two of the five members of ProfMOF's executive board are female. It is our goal to ensure that not only for improvement of equity, but also for overall improvement in our decision-making processes in general, that female members be included in strategic decision-making processes within our company when possible.

### Consideration of Gender Equality in Recruitment and Career Progression

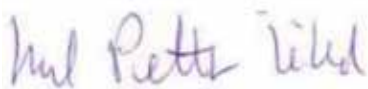
It is a goal of ProfMOF to increase the number of female employees in management roles through two measures. First, by ensuring that opportunities are provided for the existing 40% female employees for career advancement within the company. Second, as ProfMOF continues to grow, gender balance will be a consideration in hiring processes.

### Measures Against Violence, Including Sexual Harassment

ProfMOF has a zero-tolerance policy against harassment of any kinds. During onboarding processes, employees are made aware of this, and information about it is clearly noted in the Employee Manual.

### Responsibilities

The CEO of ProfMOF is ultimately responsible for the implementation of this plan. It is the goal of ProfMOF that all staff in decision making roles are required to be aware of and follow up on the implementation of this plan as is relevant in gender balanced hiring processes, onboarding and training of ProfMOF team members, and day-to-day management of ProfMOFs operations.



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