

# Proserv Gender Equality Statement

## Proserv Norge AS

2025



## INTRODUCTION

Proserv is a controls technology company. We provide solutions to clients across the energy sector to maximise production, improve performance and reliability, and extend asset life. A global supplier with 13 locations worldwide, we employ around 780 people.

Employers in public and private enterprises with more than 50 employees must:

Work on equality and anti-discrimination through a legally mandated method, including conducting biennial survey of wages and involuntary part-time employment (duty of activity). This should include reporting on equality in the annual report. Organisations should work towards increased equality and against discrimination based on gender, pregnancy, leave for childbirth or adoption, caregiving responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression and combinations of these.

Organisation reporting must cover the following areas:

- Recruitment
- Pay and working conditions
- Promotion and development opportunities
- The ability to combine work and family life

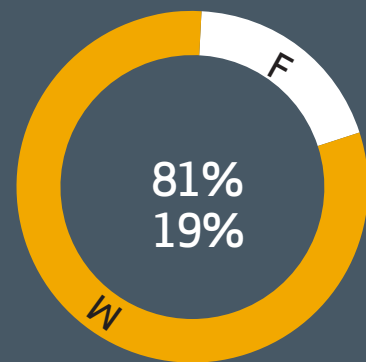
Proserv are committed to fairness and inclusivity. This Gender Equality Statement outlines our statutory disclosures and provides further context about our workforce and our values.



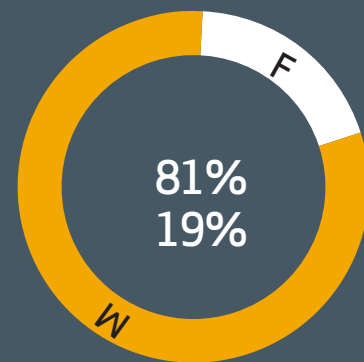
## GENDER EQUALITY STATEMENT 2023

**16.09%**  
MEAN GENDER  
PAY GAP

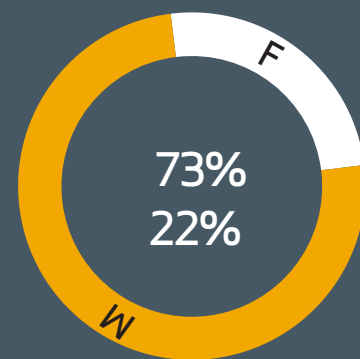
GENDER BALANCE AS OF DECEMBER 2023  
82% MALE | 18% FEMALE



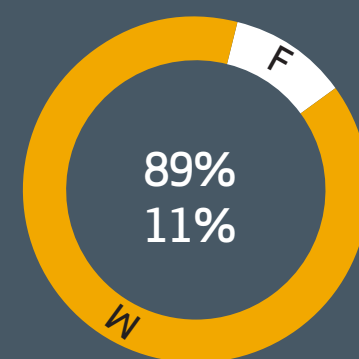
Proportion of men/  
women in lower  
quartile pay band



Proportion of men/  
women in lower middle  
quartile pay band



Proportion of men/  
women in upper middle  
quartile pay band



Proportion of men/  
women in upper  
quartile pay band



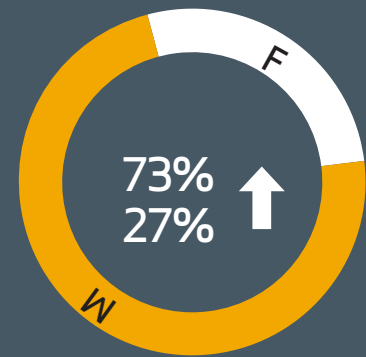


# GENDER EQUALITY STATEMENT 2025

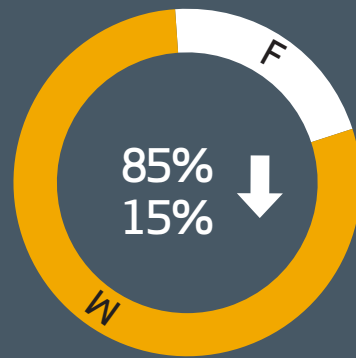
GENDER BALANCE AS OF DECEMBER 2025

83% MALE | 17% FEMALE →

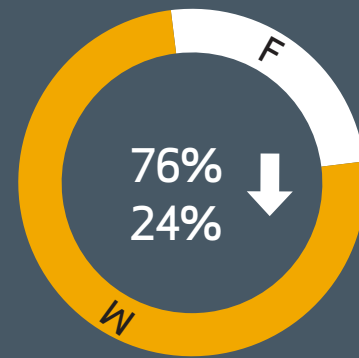
**18%**  
MEAN GENDER  
PAY GAP ↑



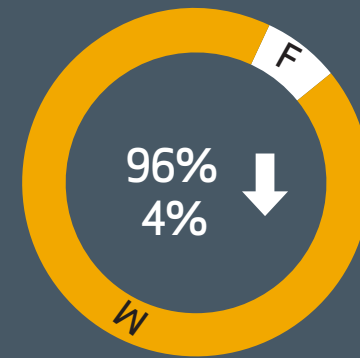
Proportion of men/  
women in lower  
quartile pay band



Proportion of men/  
women in lower middle  
quartile pay band



Proportion of men/  
women in upper middle  
quartile pay band

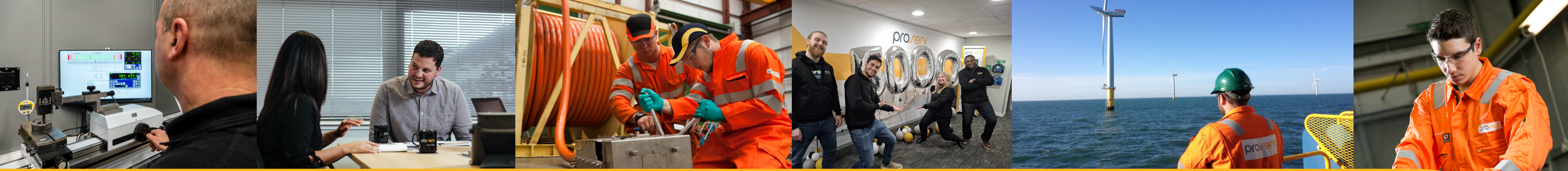


Proportion of men/  
women in upper  
quartile pay band

In Norway, employers with more than 50 employees are required to report on gender equality in accordance with the Equality and Anti-Discrimination Act.

Having run gender pay gap calculations based on payroll data for the April 2025 pay period, the results are presented to the left.

The arrows indicate how the percentage of female employees in four defined categories has altered in the period from April 2024 to April 2025.



# UNDERSTANDING OUR DATA

## Employee Distribution

Gender Balance 2023:

Gender Balance		Temporary Employees		Part-Time Employees		Parental Leave (Average number of weeks)	
No. of males	No. of females	No. of males	No. of females	No. of males	No. of females	No. of males	No. of females
88	19	3	2	1	2	14.5	0

Gender Balance 2025:

Gender Balance		Temporary Employees		Part-Time Employees		Parental Leave (Average number of weeks)	
No. of males	No. of females	No. of males	No. of females	No. of males	No. of females	No. of males	No. of females
85	18	1	2	0	2	11	17

Across our industry, there is a higher proportion of males in technical and engineering roles, which represent the majority of our workforce. This trend is also reflected in the applicant pool for advertised positions.

We utilise temporary roles to support short-term business needs. Temporary employees refer to individuals employed directly by Proserv on fixed-term contracts. External consultants and agency workers are not included in these figures.



## UNDERSTANDING OUR DATA

We also provide internship opportunities to offer valuable workplace experience. During the reporting period, this included two temporary summer students.

Proserv Norway has a small number of part-time employees, all of whom have voluntarily chosen reduced working hours. There are no cases of involuntary part-time employment.

The average parental leave for male employees was approximately 11 weeks, while for female employees the average was approximately 17 weeks.

Parental leave uptake is influenced by individual circumstances and employee choice and is therefore not an area the company directly controls. The higher average among female employees reflects a broader trend where women typically take a larger share of parental leave. Given that the company has a predominantly male workforce variations between genders are expected and should be viewed in this context.



## OUR FRESH VALUES

### At the heart of everything we do

Guided by a clear set of values, Proserv has a distinctive, delivery focused culture. At the heart of everything we do, our FRESH values guide our decisions and behaviour. They define who we are, how we operate and what we stand for. They also influence the way we work with each other and serve our clients. These values continue to have a positive impact on all aspects of our business, from QHSE performance to product development and customer service delivery. Leveraging our collective capability is key to our success. We promote teamwork, collaboration and the sharing of knowledge and best practice and we aim to be open and transparent in everything we do.

### Forward as a team

Our people are fundamental to the success of our organisation. We create a stimulating and open work culture that encourages personal development. We aim to develop our organisation around a valued and motivated workforce and to attract, develop and retain the best people.

### Right thing, right way

At Proserv, we respect the culture, customs and rules of the countries in which we operate. We apply the highest ethical standards to everything we do and we will always strive to do the right thing wherever business takes us.

### Entrepreneurial spirit

Our entrepreneurial spirit enables us to look beyond expected boundaries. We aim to be recognised as experts and pioneers in our field and to encourage a culture of open communication and innovation. We continuously seek growth and we acknowledge and reward new ideas and creative thinking.

### Serious about service

When a customer buys a product or service from Proserv, they buy a lifetime of support and expertise. We also seek to continually improve the service we provide and try to exceed expectations. Our customers will recognise us for service excellence and commitment to quality.

### Help, share and communicate

Leveraging our collective capability is key to our success. We promote teamwork, collaboration and the sharing of knowledge and best practice and we aim to be open and transparent in everything we do.

# FRESH



## IMPROVING GENDER BALANCE AT PROSERV

Proserv is committed to improving gender balance across the organisation. While recognising the challenges associated with operating in a male-dominated industry, particularly within technical and engineering roles, we aim to ensure fair and inclusive recruitment processes by focusing on competence-based hiring and equal opportunities for all candidates.

Although the gender imbalance in the applicant pool influences overall workforce composition, we remain committed to attracting a more diverse range of candidates where possible.

We continue to support flexible working arrangements, including part-time work where requested by employees and encourage a positive work-life balance for all.

Through these measures Proserv seeks to promote an inclusive working environment and gradually improve gender balance over time.



## RECRUITMENT

We continue to monitor recruitment applications for all vacancies, both internal and external, irrespective of level or grade to ascertain:

- The percentage of female applicants to male applicants
- The ratio of female and male appointments when compared to overall applicant numbers

Proserv received **828** applications for the **26** positions that were advertised in 2025.

**717** (87%) were male applicants, **94** (11%) were female applicants while **17** (2%) did not disclose their gender.

Of the **24** roles that we hired, **2** of these (8%) were filled by females applicants, while **22** (92%) by male applicants. While the percentage of female hires is lower than the overall proportion of female applicants, it broadly reflects the gender distribution of the applicant pool.

We continue to provide guidance and support to our hiring managers and have introduced a new learning management system which includes unconscious bias and diversity, equity and inclusion training.



## DEVELOPMENT AND MENTORING

### Early Careers

In 2025, we have focused on engagement with local secondary schools in Norway providing work placement opportunities for students. This forms part of our efforts to supply early careers development and to attract future apprentices in 2026. Through these activities we aim to increase awareness of technical career paths within the industry among both female and male students.

### Learning Management System (LMS)

Our Learning Management System (LMS) is available to all employees, supporting continuous development and access to a wide range of training resources, including courses on diversity, equity and inclusion.

### Proserv Mentoring Programme

The Proserv Mentoring Programme has been designed to complement other training and development activities, developing our talent in alignment with Proserv FRESH values, fundamental soft skills that are required to get the best performance from our talent and giving new opportunities and challenges.



## ACTION PLAN

### Recruitment and Selection

We believe that our recruitment and selection policy and process is gender neutral by design and recruitment adverts are worded in that manner. We do not encourage applications from one gender or another.

- We will continue to ensure our roles are advertised with neutral text, supporting inclusivity
- Continue to provide support and guidance to our hiring managers during the recruitment process and roll out our new unconscious bias and diversity training for managers
- We will continue to monitor recruitment data to better understand gender representation within the applicant pool

### Information and Training

To coincide with the publication for our gender pay gap report, we will:

- Connect with our line managers to help them understand our gender pay gap findings and discuss any training needs

### Early Careers

- We will continue engagement with local secondary schools in Norway, including providing work placement opportunities for students to support future apprenticeship recruitment



## STATEMENT OF COMMITMENT

I confirm the gender pay gap analysis contained in this report is accurate and signifies the commitment of the Proserv Norge AS management team to the action plan submitted with it.

Mirza Duvnjak  
Country Manager  
June 2026

