

## **Statement on Equality and Non-Discrimination (2025)**

### **Orona Norway AS**

Prepared pursuant to the Norwegian Equality and Anti-Discrimination Act Section 26a

### **Introduction**

Orona Norway AS is committed to promoting equality, diversity and inclusion and to preventing discrimination in all aspects of its operations. The company works actively, systematically and purposefully to ensure equal opportunities regardless of gender, age, ethnicity, nationality, disability, religion, sexual orientation or other protected characteristics.

### **Work on Equality and Non-Discrimination**

The company has established policies and procedures aimed at ensuring equal treatment in recruitment, compensation, career development and working conditions. These principles are integrated into the company's HR processes and management practices.

### **Gender Equality**

At year-end 2025, the company had 72 employees, of whom 8 were women. Women represented approximately 10% of employees in senior positions. The Board of Directors consisted of three men and two women. The company strives to increase diversity and equal opportunities at all organizational levels.

### **Measures Implemented**

The company works to ensure non-discriminatory recruitment processes, equal pay for equal work, equal access to training and development opportunities, and a working environment free from harassment and discrimination. Managers are expected to support these objectives through their day-to-day leadership.

### **Assessment of Risks and Results**

The company has not identified any material incidents of discrimination during 2025. Due to the relatively low proportion of women in certain technical and managerial positions, the company recognizes the need to continue efforts to attract a broader and more diverse candidate base.

### **Future Actions**

The company will continue its efforts to promote diversity and inclusion, improve awareness of equality issues, and evaluate recruitment and development practices to support balanced representation and equal opportunities.

**Publication**

This statement has been prepared in accordance with the Norwegian Equality and Anti-Discrimination Act and is intended to be published on the company's website. Reference to this statement may be included in the company's annual report.