

PRODUKTIF EQUAL OPPORTUNITY PLAN

The plan was approved by Produktif's Leadership on January 1, 2023.

Gender Equality Plan

This section contains Produktif's Gender Equality Plan (GEP). Produktif operates in the building and infrastructure construction sector. This sector is mostly populated by male talent. Produktif actively seeks diverse candidates with the same qualifications and of different gender identities, the purpose of which is:

- Workforce balance. We actively recruit women in all business units and from Board-level to operations and special matter expertise areas (CLICK-WORKS-FLOW)
- Currently, we are a female and minority-owned enterprise.
- We have a female in our COO position as part of the executive team.

The document sets out Produktif's ambition and targets linked to its work to promote gender equality within the organisation and important initiatives designed to achieve this ambition.

The plan is based on Produktif's current situation and circumstances as a design and technology firm, integrating various technological fields related to construction.

Produktif appreciates the EU's initiative to strengthen gender equality and diversity in the field of construction. In order to fulfil our mission to develop sustainable communities by design, Produktif requires diversity among its employees' experiences, attitudes and perspectives. We need to attract women to the organisation and make use of the skills and expertise that women represent, and to represent the communities that we serve.

The EU's initiative has inspired us, resulting in renewed efforts to achieve these aims. In this initial phase, we are assigning priority to the establishment of a Gender Equality Plan (GEP). We are also working to address other key diversity issues besides gender: sex, race, religion, and disability. This work is taking place in parallel with the follow-up of our obligation to initiate activity and report pursuant to the Norwegian Equal Opportunities and Anti-Discrimination Act (Likestillings- og diskrimineringsloven).

These processes will be integrated as part of our further work. Produktif has zero tolerance towards bullying, gender-based violence and sexual harassment. Incidents or matters worthy of criticism will be reported according to our internal routines for whistleblowing (as per our guide to Equal Opportunity Employment)

In addition, we monitor and map incidents regarding bullying and sexual harassment through our **annual working environment survey**. All reported cases are followed up following established procedures in Produktif's management system to resolve each specific case, take care of the individual, and prevent improper conduct from happening again.

We have in place a screening process based on talent in each area. Also, we check our assumptions with HR metrics to check unintentional biases: *Unintended bias or unconscious bias refers to stereotypes or beliefs that affect our actions in a discriminatory*

manner. Most bias related to students with disabilities groups is unintentional. Stress, distraction, and other factors can make someone more likely to be biased in a given situation.

Produktif was founded in 2019, and it has developed in line with the social progress of our times. The number of women educated in a variety of relevant fields has increased and this has provided Produktif with the opportunity to achieve better gender equality.

Produktif Gender equality objective:

Produktif Gender equality targets
(female representation in %)

Organization level	Current status (January 2023)	3 years (2025)	5 years (2027)
Board	1/3 (33%)	2/5 (40%) - 3/5 (60%)	3/7 (43%) - 4/7 (57%)
Executive Team	1/5 (20%)	33% - 67%	40% - 60%
Managers	2 (50%)	33% - 67%	
Staff	1 (0%)	45-55%	
Entry-Level	1 (0%)	45-55%	
External Contractors and Freelance		45-55%	
Illusive (graphical design)	1 (100%)		
Spitfire (prototyping)	5 (100%)		

Responsibility and resources

Adherence to Produktif's Gender Equality Plan will be mandatory for Produktif's all organization levels and hiring decisions, including choice of external contractors. A significant part of Produktif's business is network-based building teams from the AEC community. So, we will make our best efforts to recruit suppliers who share in our gender equity values. Currently, we work with two all-women suppliers in graphical design and prototyping. This helps redress our own gender imbalance, which is due to our small staffing needs and the fact that our field of technology innovation is highly specialized (and still dominated by males).

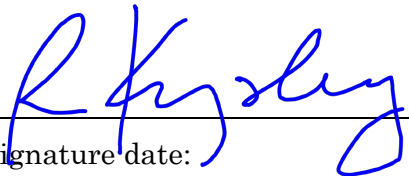
Our HR activities are currently run by our COO, who is female. In her HR capacity, she ensures the development and facilitation for managers and other employees of systems and tools that support the work to achieve gender equality. The CEO will also assume responsibility for annual assessments of target achievement status within Produktif as a

whole. HR Managers will assume responsibility for offering advice related to the GEP in their respective business units (CLICK-WORKS-FLOW). This will include advice and support to the CEO and Head of HR who will also be responsible for annual assessments of target achievement status for their respective suppliers and commercial partnerships.

Progress reports

We will use our established systems to monitor and document the progress of the gender balance over time with a minimum of one annual survey for all levels. We will focus in particular, on salary-related data with the aim of ensuring no gender-related salary differentials between men and women, according to the “equal pay for equal work”, adjusted for regional cost-of-living. We are an international company that employs and have supplier relationships in regions where the cost of living and salaries may differ.

Approved:



Signature date:

Name: Rune Kongshaug

Title: CEO



Signature date:

Name: Kareen Smith

Title: COO