

# Gender Equality Report BHINO 2022

## Part 1: State of gender equality

Baker Hughes Norge AS has:

- Gender balance: total of 1,215 employees of which 197 employees are female and 1,018 are male.
- Temporary employees: total of 73 temporary employees of which 17 employees are female and 56 are males.
- Part-time: total of 4 employee is part time who is male.
- Average withdrawal of weeks of parental: 26.48 weeks have been taken by female and 13.78 weeks by male (who are entitled to parental leave).

Baker Hughes Norge AS gender distribution at jobs and levels:

- Top management: total 3 of which 1 female employee and 2 males.
- Managers: total 68 of which 12 female employees and 56 males.
- Onshore – office based: total 457 of which 125 females employees and 332 males.
- Offshore: total 410 of which 25 females employees and 385 males.
- Workshop: total of 204 of which 17 females' employees and 187 males.
- Apprentice - temporary: total of 73 of which 17 females' employees and 56 males.

Average cash benefits differences between women and men distributed by different position levels/groups in Baker Hughes Norge AS:

- Total: average female's pay is at 93% in comparison to males.
- Top management: not enough data to provide disclosure'
- Managers: average female's pay is at 81% in comparison to males.
- Onshore – office based: average female's pay is at 72% in comparison to males.
- Offshore: average female's pay is at 77% in comparison to males.
- Workshop: average female's pay is at 100% in comparison to males.
- Apprentice – temporary: average female's pay is at 71% in comparison to males.

Level/ group are identified by considering equal work and work of equal value in Baker Hughes and it is based on existing job categories in the company and an assessment of which positions are included in the different levels.

Following here the total cash benefits summary detailed by cash benefits, fixed salary, irregular wage supplements, bonus, overtime pay and taxable benefits in kind.

Average fixed salary differences between women and men distributed by different position levels/groups in Baker Hughes Norge AS in percent:

- Total: average female's pay is at 128% in comparison to males.
- Top management: not enough data to provide disclosure.
- Managers: average female's pay is at 68% in comparison to males.
- Onshore – office based: average female's pay is at 80% in comparison to males.
- Offshore: average female's pay is at 89% in comparison to males.
- Workshop: average female's pay is at 89% in comparison to males.
- Apprentice – temporary: average female's pay is at 110% in comparison to males.

Average irregular wage supplements differences between women and men distributed by different position levels/groups in Baker Hughes Norge AS in percent:

- Total: average female's pay is at 12% level in comparison to males.
- Top management: not enough data to provide disclosure.
- Managers: average female's pay is at 299% in comparison to males.
- Onshore – office based: average female's pay is at 38% in comparison to males.
- Offshore: average female's pay is at 88% in comparison to males.
- Workshop: average female's pay is at 72% in comparison to males.
- Apprentice – temporary: average female's pay is at 45% in comparison to males.

Average bonus differences between women and men distributed by different position levels/groups in Baker Hughes Norge AS in percent:

- Total: average female's pay is at 276% level in comparison to males.
- Top management: not enough data to provide disclosure.
- Managers: average female's pay is at 53% in comparison to males.
- Onshore – office based: average female's pay is at 70% in comparison to males.
- Offshore: average female's pay is at 46% in comparison to males.
- Workshop: average female's pay is at 46% in comparison to males.
- Apprentice – temporary: average female's pay is at 28% in comparison to males

Average overtime pays differences between women and men distributed by different position levels/groups in Baker Hughes Norge AS in percent:

- Total: average female's pay is at 47% level in comparison to males.
- Top management: not enough data to provide disclosure.
- Managers: average female's pay is at 25% in comparison to males.
- Onshore – office based: average female's pay is at 59% in comparison to males.
- Offshore: average female's pay is at 49% in comparison to males.
- Workshop: average female's pay is at 48% in comparison to males.
- Apprentice – temporary: average female's pay is at 33% in comparison to males

Average taxable benefits in kind differences between women and men distributed by different position levels/groups in Baker Hughes Norge AS in percent:

- Total: average female's pay is at 134% level in comparison to males.
- Top management: not enough data to provide disclosure.
- Managers: average female's pay is at 53% in comparison to males.
- Onshore – office based: average female's pay is at 77% in comparison to males.
- Offshore: average female's pay is at 79% in comparison to males.
- Workshop: average female's pay is at 83% in comparison to males.
- Apprentice – temporary: average female's pay is at 121% in comparison to males

There is not comparison to last year data.

*Table to show gender equality state*

Kjønnsbalanse / gender balance		Midlertidig ansatte/ Temporary employees		Uttak av foreldrepermisjon / Withdrawal of parental leave		Deltidsarbeid / Part-time work			
						Faktisk deltidsarbeid / Actual part-time work		Ufrivillig deltidsarbeid / Involuntary part-time work	
Antall kvinner / Number of women	Antall menn / Number of men	Midlertidig ansatte kvinner / Temporary employees women	Midlertidig ansatte menn / Temporary employees men	Kvinner uttak av foreldrepermisjon (gjennomsnitt antall uker) / Women taking parental leave (average number of weeks)	Menns uttak av foreldrepermisjon (gjennomsnitt antall uker) / Men taking parental leave (average number of weeks)	Deltid kvinner / Part-time women	Deltid menn / Part-time men	Ufrivillig deltid kvinner / Involuntary part-time women	Ufrivillig deltid menn / Involuntary part-time men
197	1018	17	56	26.47964286	13.78019231	2	4		

*Kjønnfordeling på ulike stillingsnivå/grupper / Gender distribution at different jobs and levels*

Beskrivelse av stillingsnivå/-gruppe / Description of position level /-group	Kvinner / Women	Menn / Men	Andel kvinner / Proportion of women	Total
<b>Total</b>	197	1,018	16%	1,215
Top Management	1	2	33%	3
Managers	12	56	18%	68
Onshore - office	125	332	27%	457
Offshore	25	385	6%	410
Workshop	17	187	8%	204
Apprentice - Temporary	17	56	23%	73

Sum alle kontante ytelser / Sum of cash benefits

Gjennomsnitt kontante ytelser (kr) / Average cash benefits (NOK)					
Beskrivelse av stillingsnivå/-gruppe / Description of position level /- group	Gjennomsnitt kontante ytelser kvinner (kr) / Average cash benefits women (NOK)	Gjennomsnitt kontante ytelser menn (kr) / Average cash benefits men (NOK)	Forskjeller kontante ytelser (%) / Differences in cash benefits (%)	Forskjeller kontante ytelser (kr) / Differences in cash benefits (NOK)	Gjennomsnitt kontante ytelser (alle) / Average cash benefits (all)
<b>Total</b>	117,738	127,092	93%	- 9,354	122,415
Top Management	not enough data				
Managers	109,974	135,189	81%	- 25,215	122,582
Onshore - office	89,118	123,246	72%	- 34,128	106,182
Offshore	104,547	135,106	77%	- 30,559	119,826
Workshop	84,023	83,994	100%	29	84,008
Apprentice - Temporary	23,449	32,939	71%	- 9,490	28,194

Gjennomsnitt avtalt lønn/fastlønn (kr) / Average agreed salary / fixed salary (NOK)					
Beskrivelse av stillingsnivå/-gruppe / Description of position level /- group	Gjennomsnitt avtalt lønn/fastlønn kvinner (kr) / Average agreed salary / fixed salary women (NOK)	Gjennomsnitt avtalt lønn/fastlønn menn (kr) / Average agreed salary / fixed salary men (NOK)	Forskjeller avtalt lønn/fastlønn (%) / Differences in agreed salary / fixed salary (%)	Forskjeller avtalt lønn/fastlønn (kr) / Differences in agreed salary / fixed salary (NOK)	Gjennomsnittlig avtalt lønn/fastlønn (alle) / Average agreed salary / fixed salary (all)
<b>Total</b>	847,510	663,026	128%	184,484	755,268
Top Management	not enough data				
Managers	684,271	999,952	68%	- 315,681	842,112
Onshore - office	557,147	699,995	80%	- 142,849	628,571
Offshore	541,269	606,906	89%	- 65,637	574,087
Workshop	463,413	518,382	89%	- 54,969	490,897
Apprentice - Temporary	152,918	138,842	110%	14,076	145,880

Gjennomsnitt uregelmessige tillegg (kr) / Average irregular wage supplements (NOK)					
Beskrivelse av stillingsnivå/-gruppe / Description of position level /- group	Gjennomsnitt uregelmessige tillegg kvinner (kr) / Average irregular wage supplements women (NOK)	Gjennomsnitt uregelmessige tillegg menn (kr) / Average irregular wage supplements men (NOK)	Forskjeller uregelmessige tillegg (%) / Differences irregular wage supplements (%)	Forskjeller uregelmessige tillegg (kr) / Differences irregular wage supplements (NOK)	Gjennomsnitt uregelmessige tillegg (alle) / Average irregular wage supplements (all)
<b>Total</b>	47,182	409,213	12%	- 362,030	228,198
Top Management	not enough data				
Managers	140,874	47,064	299%	93,810	93,969
Onshore - office	36,785	95,703	38%	- 58,918	66,244
Offshore	53,558	61,177	88%	- 7,619	57,368
Workshop	45,614	63,351	72%	- 17,737	54,483
Apprentice - Temporary	6,262	13,937	45%	- 7,675	10,099

Gjennomsnitt bonus (kr) / Average bonus (NOK)					
Beskrivelse av stillingsnivå/-gruppe / Description of position level /- group	Gjennomsnitt bonus kvinner (kr) / Average bonus women (NOK)	Gjennomsnitt bonus menn (kr) / Average bonus men (NOK)	Forskjeller bonuser (%) / Differences bonuses (%)	Forskjeller bonuser (kr) / Differences bonuses (NOK)	Gjennomsnitt bonus (alle) / Average bonus (all)
<b>Total</b>	450,446	163,455	276%	286,990	306,950
Top Management	not enough data				
Managers	103,576	197,081	53%	93,505	150,328
Onshore - office	52,025	73,974	70%	21,949	63,000
Offshore	50,472	109,783	46%	59,311	80,127
Workshop	2,829	6,119	46%	3,290	4,474
Apprentice - Temporary	3,036	11,031	28%	7,995	7,034

Gjennomsnitt overtids- godtgjørelser (kr) / Average overtime pay (NOK)					
Beskrivelse av stillingsnivå/-gruppe / Description of position level /- group	Gjennomsnitt overtids- godtgjørelser kvinner (kr) / Average overtime pay women (NOK)	Gjennomsnitt overtids- godtgjørelser menn (kr) / Average overtime pay men (NOK)	Forskjeller overtids- godtgjørelser (%) / Differences in overtime pay (%)	Forskjeller overtids- godtgjørelser (kr) / Differences in overtime pay (NOK)	Gjennomsnitt overtids- godtgjørelser (alle) / Average overtime pay (all)
<b>Total</b>	23,345	49,531	47%	26,186	36,438
Top Management	not enough data				
Managers	1,120	4,472	25%	3,352	2,796
Onshore - office	16,951	28,837	59%	11,886	22,894
Offshore	78,729	161,672	49%	82,943	120,200
Workshop	30,754	64,368	48%	33,614	47,561
Apprentice - Temporary	12,518	37,839	33%	25,320	25,178

Gjennomsnitt skattepliktige naturallytelser (kr) / Average taxable benefits in kind for (NOK)					
Beskrivelse av stillingsnivå/-gruppe / Description of position level /- group	Gjennomsnitt skattepliktige naturallytelser kvinner (kr) / Average taxable benefits in kind for women (NOK)	Gjennomsnitt skattepliktige naturallytelser menn (kr) / Average taxable benefits in kind for men (NOK)	Forskjeller skattepliktige naturallytelser (%) / Differences in taxable benefits in kind (%)	Forskjeller skattepliktige naturallytelser (kr) / Differences in taxable benefits in kind (NOK)	Gjennomsnitt skattepliktige naturallytelser (alle) / Average taxable benefits in kind (all)
<b>Total</b>	282,735	211,092	134%	71,642	246,914
Top Management	not enough data				
Managers	77,118	146,221	53%	69,103	111,669
Onshore - office	25,758	33,476	77%	7,718	29,617
Offshore	28,031	35,450	79%	7,418	31,740
Workshop	14,757	17,749	83%	2,992	16,253
Apprentice - Temporary	7,990	6,616	121%	1,374	7,303

# Part 2: Our work for equality and against discrimination

As we shape the future of the energy industry, we believe unique ideas and perspectives fuel innovation and our differences make us stronger. We value differences in gender, race, ethnicity, age, identity, sexual orientation, ability, cultural background, religion, veteran status, experience, and perspective across the globe. We believe that everyone has the right to be treated with fairness, dignity, and respect so that all employees can feel safe to be their authentic selves. At the most senior level of our organisation, 2022 saw a significant change in the gender balance of the Baker Hughes Executive Team, which now comprises 50% / 50% males to females.

The company actively promotes equality throughout the organisation and complies with Norwegian laws regarding non-discrimination and equality. Approximately 15.2% of the full-time company employees are female, and we have several initiatives underway to improve this balance. Baker Hughes Norge AS continues to focus on ensuring our Diversity and Inclusion programs assist in leveraging a balanced employee base - women and men enjoy the same opportunities to qualify for all types of positions, and opportunities for promotion are the same. There are a growing number of active employee resource groups in Baker Hughes in Norway, ensuring diversity in voice and action, examples include a Women's Network, which now includes over 45 members locally in Norway.

We take a strong stance against discrimination in any form and provide avenues for employees to report and address concerns without fear of retaliation. In addition, we continue to focus on attracting, retaining, and advancing diverse talent worldwide. Accountability for DEI progress begins at the executive level, where each member of the Executive Leadership Team (ELT) develops and executes an annual DEI plan that is specific to the opportunities in their respective area of responsibility.

We advanced our DEI programs and culture in 2022 in multiple ways. First, we launched our first every Inclusion Survey on a pilot basis for a small cross-section of our employee population, as an initial test around the survey tool and technology. The objectives of the survey were to:

- Assess the health of our culture
- Understand how employees experience inclusion
- Identify strengths and opportunities
- Create a baseline understanding of our culture

The survey questions were designed to determine employees' sense of belonging, if employees feel valued, if Baker Hughes is exhibiting inclusive behaviours, and if the organization uses equitable people practices. An external survey partner collected responses, ensuring employee confidentiality and data privacy and security. We had over 100 survey responses within our Norway business, which gave us great actionable insights into how our employees feel within Baker Hughes. A full Inclusion Survey of our whole population will be delivered in 2023.

## Anti-Harassment

In order to ensure our employees are able to work free from any harassment, we have very robust policies in place to cover both harassment and retaliation. These are globally applicable policies which all employees need to review and agree to every year via our annual Ethics Renewal Process. Additionally, specifically in Norway we have recently recirculated all these policies to our

People Leaders in order to remind them of their obligations and ensure they are alert to any issues within their teams.

#### Work and well-being - Flexible working

In light of the many changes that have taken place in the global workplace, we have taken a fresh look at our approach to traditional workplaces and schedules. In Norway we have put global, flexible work guidelines in place to support workers and managers in navigating the future of work while balancing business needs, safety, and ergonomics, cybersecurity and data privacy, and other considerations. We encourage employees to explore ways to better balance work and personal life through arrangements such as flexible schedules, compressed work weeks, hybrid work, remote work, and other options.

#### Personalizing professional development

As an organization, we empower our employees to be the architects of their own development and to follow their passion for personal knowledge, job-related skills development, and the domain expertise needed for professional and personal growth. We empower our employees to be the architects of their own development and to follow their passion for personal knowledge, job-related skills development, and the domain expertise needed for professional and personal growth. We encourage employees to set development goals with guidance from their managers and human resource teams, as part of their formal objectives for the year. Throughout the year, employees and leaders were reminded to follow up on personal development goals in ongoing performance and development touchpoint conversations.

#### Learning and development

Continuous learning and development are key priorities at Baker Hughes. Our leadership development programs provide learning and growth opportunities for our employees, including women, new hires, and midlevel employees, to broaden their leadership capability. We believe that all employees should be empowered to own and direct their professional development, with guidance from their managers and human resource teams. Employees have access to more than 30,000 OnDemand training courses for professional development, job-related skills, and technical knowledge that can be accessed anytime, anywhere. We also regularly offer learning events featuring internal and external experts, addressing important topics such as DEI, personal wellness, industry trends and transformation, leadership behaviours and more.

#### Leadership development programs

Our formal leadership development programs play a pivotal role in attracting retaining and developing talent and increasing the pipeline of diverse talent into and within the organization. Although our absolute number of leadership program participants declined year-over-year due to business conditions, we have maintained a focus on investing in leadership development.

Specifically, within Norway, we sponsored our 7th female talent, to complete a cross-industry leadership development program in the 2022/23 Female Future class through NHO and Offshore Norge. Additionally, we had 4 mid/mid-senior female employees within Norway complete internal development programs focused on promoting female talent, called Cultivate and Cultivate+.