

# Gender Equality Report Vecto Gray SAS (VGSAS) and Advantec 2022

## Part 1: State of gender equality

VGSAS and Advantec have:

- Gender balance: total of 667 employees of which 128 employees are female and 539 are male.
- Temporary employees: total of 26 temporary employees of which 5 employees are female and 21 are males.
- Part-time: total of 14 employee is part time of which 8 employees are males and 6 are female and they are all not involuntary part-time.
- Average withdrawal of weeks of parental: 0.75 weeks have been taken only by female employees.

VGSAS and Advantec gender distribution at jobs and levels is as follow:

- Top management: total 2 who are 2 males.
- Managers: total 103 of which 20 female employees and 83 males.
- Onshore – office based: total 336 of which 100 females' employees and 236 males.
- Offshore: total 114 of which 1 female employee and 113 males' employees.
- Workshop: total of 94 of which 6 female employees and 88 males.
- Apprentice - temporary: total of 18 of which 1 female employee and 17 male employees.

Average cash benefits differences between women and men distributed by different position levels/groups in VGSAS and Advantec:

- Total: average female's pay is at 15% in comparison to males.
- Top management: not enough data to provide a comparison.
- Managers: average female's pay is at 79% in comparison to males.
- Onshore – office based: average female's pay is at 68% in comparison to males.
- Offshore: not enough data to provide a comparison.
- Workshop: average female's pay is at 77% in comparison to males.
- Apprentice - temporary: not enough data to provide a comparison.

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 VGSAS and Advantec in percent:

- Total: average female's pay is at 63% in comparison to males.
- Top management: not enough data to provide a comparison.
- Managers: average female's pay is at 88% in comparison to males.
- Onshore – office based: average female's pay is at 84% in comparison to males.
- Offshore: not enough data to provide a comparison.
- Workshop: average female's pay is at 83% in comparison to males.
- Apprentice - temporary: not enough data to provide a comparison.

Average irregular wage supplements differences between women and men distributed by different position levels/groups in VGSAS and Advantec in percent:

- Total: average female's pay is at 23% level in comparison to males.
- Top management: not enough data to provide a comparison.
- Managers: average female's pay is at 80% in comparison to males.
- Onshore – office based: average female's pay is at 55% in comparison to males.
- Offshore: not enough data to provide a comparison.
- Workshop: average female's pay is at 60% in comparison to males.
- Apprentice - temporary: not enough data to provide a comparison.

Average bonus differences between women and men distributed by different position levels/groups in VGSAS and Advantec in percent:

- Total: average female's pay is at 31% in comparison to males.
- Top management not enough data to provide a comparison.
- Managers: average female's pay is at 69% in comparison to males.
- Onshore – office based: average female's pay is at 67% in comparison to males.
- Offshore: not enough data to provide a comparison.
- Workshop: average female's pay is at 97% in comparison to males.
- Apprentice - temporary: not enough data to provide a comparison.

Average overtime pays differences between women and men distributed by different position levels/groups in VGSAS and Advantec in percent:

- Total: average female's paid is at 37% in comparison to males.
- Top management: not enough data to provide a comparison.
- Managers: average female's pay is at 182% in comparison to males.
- Onshore – office based: average female's pay is at 63% in comparison to males.
- Offshore: not enough data to provide a comparison.
- Workshop: average female's pay is at 11% in comparison to males.
- Apprentice - temporary: not enough data to provide a comparison.

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

- Total: average female's paid is at 26% in comparison to males.
- Top management: not enough data to provide a comparison.
- Managers: average female's pay is at 119% in comparison to males.
- Onshore – office based: average female's pay is at 85% in comparison to males.
- Offshore: not enough data to provide a comparison.
- Workshop: average female's pay is at 81% in comparison to males.
- Apprentice - temporary: not enough data to provide a comparison.

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		Ufrivillig deltidsarbeid /	
Antall kvinner/ Number of women	Antall menn/ Number of men	Midlertidig ansatte kvinner / Temporary employees women	Midlertidig ansatte menn / Temporary employees men	Kvinnerns 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
				0.754453125				6	8

Kjønnsfordeling 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>	128	539	19%	667
Top Management		2	0%	2
Managers	20	83	19%	103
Onshore - office	100	236	30%	336
Offshore	1	113	1%	114
Workshop	6	88	6%	94
Apprentice - Temporary	1	17	6%	18

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>	19,495	127,343	15%	- 107,847	73,419
Top Management	not enough data	370,883	not enough data	not enough data	185,441
Managers	50,035	63,601	79%	- 13,567	56,818
Onshore - office	39,766	58,557	68%	- 18,791	49,162
Offshore	not enough data	150,078	not enough data	not enough data	56,430
Workshop	63,786	83,116	77%	- 19,331	73,451
Apprentice - Temporary	not enough data	37,821	not enough data	not enough data	19,212

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>	527,470	842,591	63%	- 315,121	685,031
Top Management	not enough data	2,096,978	not enough data	not enough data	2,096,978
Managers	850,551	963,183	88%	- 112,632	906,867
Onshore - office	488,841	583,927	84%	- 95,087	536,384
Offshore	not enough data	612,174	not enough data	not enough data	577,530
Workshop	421,548	508,654	83%	- 87,106	465,101
Apprentice - Temporary	not enough data	290,631	not enough data	not enough data	312,077

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>	18,230	80,989	23%	- 62,759	49,609
Top Management	not enough data	25,685	not enough data	not enough data	25,685
Managers	23,683	29,744	80%	- 6,061	26,714
Onshore - office	8,671	15,674	55%	- 7,003	12,172
Offshore	not enough data	348,670	not enough data	not enough data	189,775
Workshop	22,406	37,203	60%	- 14,797	29,805
Apprentice - Temporary	not enough data	28,956	not enough data	not enough data	17,233

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>	59,518	192,441	31%	- 132,923	125,979
Top Management	not enough data	705,120	not enough data	not enough data	705,120
Managers	115,098	165,904	69%	- 50,806	140,501
Onshore - office	40,896	60,845	67%	- 19,948	50,871
Offshore	not enough data	7,010	not enough data	not enough data	7,010
Workshop	22,561	23,325	97%	- 765	22,943
Apprentice - Temporary	not enough data	not enough data	not enough data	not enough data	Not enough data

Gjennomsnitt overtidsgodtgjørelser (kr) / Average overtime pay (NOK)					
Beskrivelse av stillingsnivå/-gruppe / Description of position level /- group	Gjennomsnitt overtidsgodtgjørelser kvinner (kr) / Average overtime pay women (NOK)	Gjennomsnitt overtidsgodtgjørelser menn (kr) / Average overtime pay men (NOK)	Forskjeller overtidsgodtgjørelser (%) / Differences in overtime pay (%)	Forskjeller overtidsgodtgjørelser (kr) / Differences in overtime pay (NOK)	Gjennomsnitt overtidsgodtgjørelser (alle) / Average overtime pay (all)
<b>Total</b>	16,513	44,346	37%	- 27,833	30,430
Top Management	not enough data		not enough data	not enough data	Not enough data
Managers	10,761	5,912	182%	4,849	8,337
Onshore - office	20,037	32,057	63%	- 12,020	26,047
Offshore	not enough data	39,212	not enough data	not enough data	26,664
Workshop	8,508	77,181	11%	- 68,673	42,845
Apprentice - Temporary	not enough data	67,371	not enough data	not enough data	48,257

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>	29,842	115,241	26%	- 85,399	72,542
Top Management	not enough data	531,944	not enough data	not enough data	531,944
Managers	94,268	79,480	119%	14,789	86,874
Onshore - office	18,079	21,242	85%	- 3,164	19,661
Offshore	not enough data	29,981	not enough data	not enough data	22,126
Workshop	13,714	16,900	81%	- 3,186	15,307
Apprentice - Temporary	not enough data	11,898	not enough data	not enough data	10,389

# 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 18.5% of the full-time company employees are female, and we have several initiatives underway to improve this balance. VGSAS 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 behaviors, 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 behaviors 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+.