

Activity and Equality Report

Our work on equality, nondiscrimination
and diversity

TheVIT AS
2024



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Our business

TheVIT delivers consulting services to Norwegian businesses within the areas of finance, HR, and technology. Our operations are based in Norway, and we work with clients across a wide range of industries and sectors.

With employees at the center

At the core of TheVIT are our employees. Their expertise and well-being are crucial for us to be able to deliver high-quality services to our clients. We aim to foster a performance culture with human warmth, where we create the conditions for achievement while also taking individual needs and considerations into account. We therefore work continuously to ensure that TheVIT is an attractive workplace where employees and leaders thrive and develop.

TheVIT has an ambitious growth strategy, and in 2024 we introduced several new growth areas and initiatives. In 2024, we grew our number of employees by around 30%, and by the end of the year we were 76 skilled professionals across a broad competence environment. Both now and in our continued growth, we compete in the labor market with larger players for the best talent. This is among the reasons why we have established an open and inclusive corporate culture, a positive working environment, and provide our employees with good economic conditions and predictable frameworks for their employment



A woman with blonde hair, wearing a dark blazer over a white shirt, is smiling and looking towards the left. In the background, two men in suits are visible, one in profile and one from the back. The background wall is dark grey with the 'TheVIT' logo in large, gold, stylized letters. The logo consists of a stylized sunburst or starburst icon to the left of the text 'TheVIT'.

Our values are linked to our name, TheVIT, and the values **Value**, **Innovation**, and **Team**. In delivering our services, **creating value** for the customer shall always be the main focus. We strive to foster an innovative culture with an emphasis on **innovation and continuous improvement** in customer deliveries. We work in **teams**, focus on collective achievements, and bring out the best in each other.



Our efforts on equality, diversity, and non-discrimination

An inclusive work culture

With our broad range of services and expertise, diversity – including competence – is a key foundation for the value creation we deliver to our customers. We believe that a good understanding of our clients' different needs and perspectives requires that our employees reflect their diversity – both professionally and personally. At TheVIT, we therefore consider diversity an important element in strengthening our ability to innovate and to deliver holistic and sustainable solutions of high quality. We will therefore continue to strengthen diversity in our workforce. We want our employees to feel free to be themselves at work, while also focusing on reinforcing our shared culture and adherence to our values and employee principles.

As a consulting company where knowledge, collaboration, and problem-solving are at the core, we depend on attracting, developing, and retaining the best talent. This requires a culture where everyone has equal opportunities to contribute, and where employees thrive and perform. For us, gender equality is about fairness, but it is also strategically important for realizing our overarching goals. We are therefore committed to continuously ensuring fair access to career opportunities, pay, and development – regardless of gender, background, or life situation – and we believe that in doing so we create a sustainable working environment that benefits our employees, the company, our customers, and society at large.

Our efforts on equality, diversity, and non-discrimination

To strengthen and further develop an inclusive culture, we work actively and continuously to raise awareness and enhance competence among leaders and employees in our cultural development efforts. We strive for a **performance culture with human warmth**. Our culture shall be inclusive and reflect our values; creating value for the customer, innovation, and team orientation shall be clear characteristics.

Preserving and strengthening TheVIT culture is therefore integrated as a key element in several of our core processes, such as recruitment and onboarding, employee follow-up, and competence development.

We have also established solid internal routines and processes across a number of areas to promote our work on equality, non-discrimination, and diversity, as well as robust processes and mechanisms for involvement, dialogue, and reporting. We also maintain a continuous focus on improving our routines and processes in these areas.

Examples of internal routines and guidelines related to our work on equality, diversity and inclusion:

- Structured and transparent process for salary and promotion evaluations
- Framework for job levels, with clear principles for promotion assessments
- TheVIT Academy for competence and knowledge development
- Employee and leadership handbook, including ethical guidelines and principles for leadership and employee conduct
- Strong structures and routines related to recruitment, including the use of assessment tools in recruitment processes
- Established HR and management insight and control tools, ensuring continuous and reliable insight into employee-related matters, including salary, gender, age, working hours, absences, etc., at all levels

Examples of processes to promote involvement and dialogue:

- Structured processes for ongoing employee dialogues and follow-up
- Safety representative, working environment committee, and employee representative on the board
- Established social committee
- Good internal communication systems, including intranet and regular all-employee meetings
- Comprehensive insurance schemes, including health insurance
- Adaptation of work situations for employees with special needs and in different life stages
- Processes for collecting feedback from our employees

Continuation of our work on equality, non-discrimination, and diversity.

We work continuously to prevent discrimination and to promote equality, diversity, and inclusion. We have carried out assessments of the risk of discrimination or barriers to equality, as well as the effects of the measures we have implemented.

Gender balance

We maintain an active focus on gender balance and find that, throughout the reporting year, we have sustained a good gender balance both generally in the company and in management. At the reporting date, however, we observe some changes compared to 2023 at certain position levels. The most significant changes are at the Senior Manager level, where the proportion of women has increased, and at the Manager and Director levels, where the proportion of men has increased.

The change in gender balance at different levels is primarily due to growth initiatives and new hires. We note that there was an uneven gender balance in recruitment in 2024, with a predominance of men. Recruitment takes place both through structured and advertised processes and through relationships and networks. We have reviewed our recruitment processes in 2024 to examine whether there are differences in gender balance between these two approaches. We find no systematic differences that indicate that imbalance is due to the recruitment method. In cases where men were hired, there were no female candidates, and vice versa. Going forward, this means that we will place greater emphasis on how we can attract the interest of a broader diversity of the many well-qualified candidates in our recruitment processes.

Distribution women / men	Share of woman	Share of men
The entire company	52 %	48 %
The Management Team	50 %	50 %
The Board of Directors	50 %	50 %
Gender distribution by position level	Share of woman	Share of men
Director	31 %	69 %
Senior Manager	61 %	39 %
Manager	70 %	30 %
Senior Consultant	70 %	30 %
Consultant	33 %	67 %
Part-time and temporary work	Share of woman	Share of men
Part-time employment	50 %	50 %
There were no temporary employments at the time of reporting		
Parental leave		
During 2024, no employees at TheVIT were entitled to or took parental leave.		

Continuation of our work on equality, non-discrimination, and diversity.

Through our recruitment and hiring processes, we maintain a continuous focus on ensuring that the risk of unconscious discrimination, beyond gender, remains low.

Our recruitment process is thorough and includes, among other things, the use of recruitment tools and competency-based tasks to ensure an objective assessment of candidates' skills. We also involve several different people in a recruitment process to ensure broad evaluations. During the reporting year, we also conducted a webinar for all recruiting managers on the topic "Diversity in focus – use of tests for more inclusive recruitment."

To achieve our overall growth objectives, we expect to continue our strong growth in the coming period with new hires and initiatives. In this work, we aim to ensure good representation and balance. We strive to maintain our overall gender balance as it stands today, and to ensure a satisfactory gender balance within different service areas and position levels. Going forward, we aim to achieve a gender balance of 40–60%. If we deviate from this, we will continuously consider concrete measures.

When making new hires, our goal will always be to employ the most qualified candidate for the role. In line with the descriptions in this report and our objectives, we will nevertheless, in our different approaches to recruitment and hiring, actively consider measures to ensure good visibility among qualified candidates of both genders during recruitment processes.



Continuation of our work on equality, non-discrimination, and diversity.

Equal opportunities, equal pay for equal work, and unconscious discrimination

We work actively to ensure equal opportunities and equal pay in comparable positions, among other things through thorough processes related to recruitment, salary determination, and promotion.

Our salary and promotion processes are designed to be transparent, thorough, and consistent, and based on clear criteria for what influences compensation. To ensure that each employee receives broad evaluations related to their work on client projects or internal assignments, our employee follow-up processes run throughout the year. The ongoing evaluations form the basis for adjustments to fixed salary and promotion to new position levels in connection with the annual salary review. Competence and quality of work, contributions to the work environment and collaboration, as well as adherence to our values, are valued. The evaluation criteria shall be perceived as fair, and each employee has equal opportunities to achieve appropriate pay and promotion.

In 2023, we implemented a new framework for job levels to clarify and increase transparency regarding career and development opportunities at TheVIT. During the reporting year, we carried out our first promotion processes in connection with the salary review. In this context, we established fundamental principles for promotion, aimed at ensuring a consistent and fair approach to promotion assessments.

The framework and principles were well anchored, and training was carried out for all managers in the company. We find that this promotes equality efforts by facilitating increased structure and consistent approaches and assessments in processes related to recruitment, salary determination, and promotion.

The culture at TheVIT shall be inclusive and safe, and employees shall be able to speak up without fear of consequences. Our work to strengthen the culture runs continuously throughout the year, through both social and professional activities that build relationships across the company, clear policies related to leadership and employee conduct, and transparency in internal communication. Going forward, we will continue to focus on strengthening a safe culture and raising awareness among managers on how they can contribute to strengthening psychological safety. One of the measures to ensure this will be the implementation of structured employee surveys in the coming year.

Our new framework for job levels, along with strong processes and principles related to salary assessments and promotions, are, in our experience, effective measures to ensure equal opportunities, equal pay for equal work, and to prevent unconscious discrimination. We will continue to evaluate and adapt these processes to ensure the desired impact going forward.

Inquiries regarding the statement

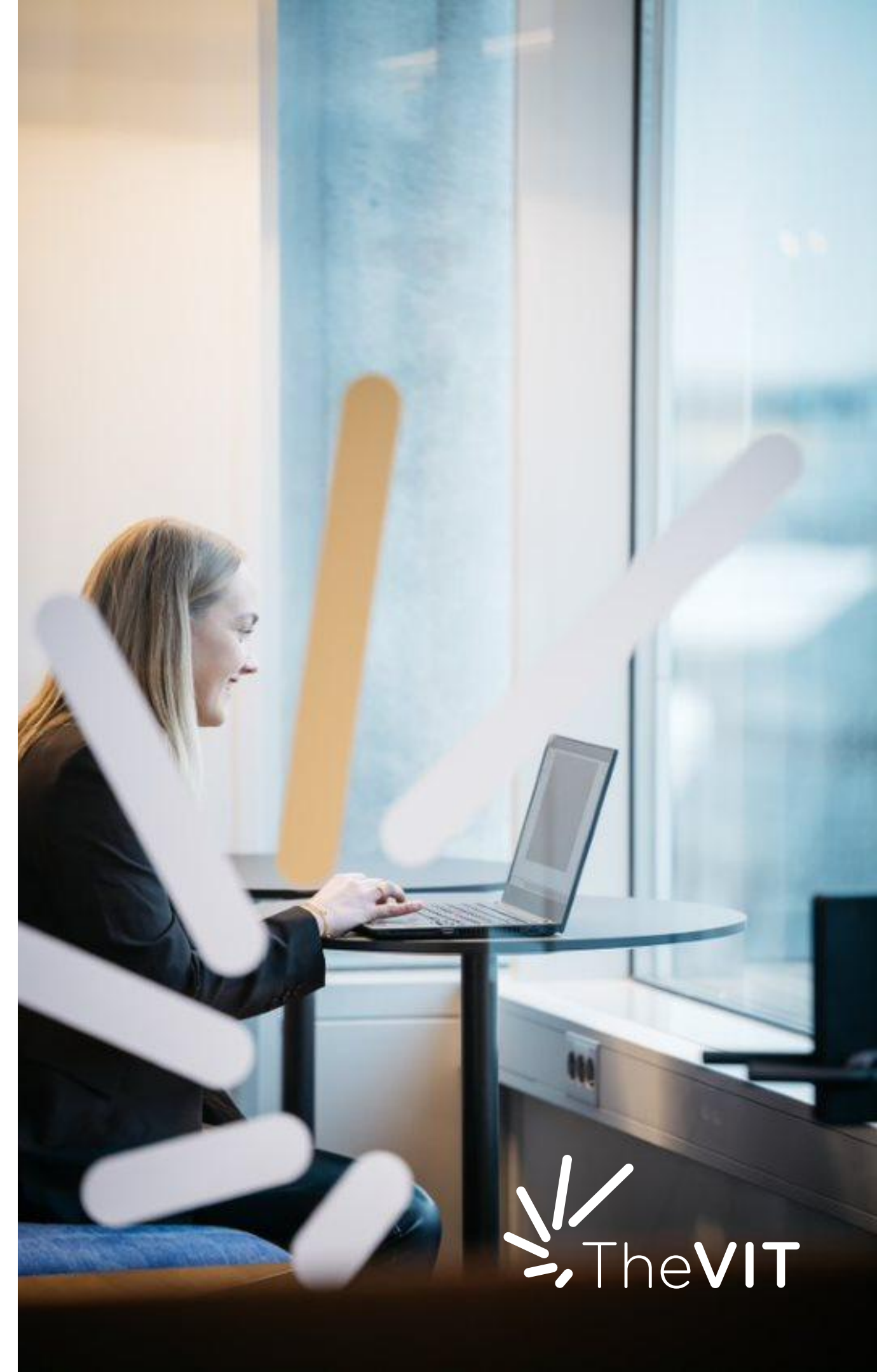
Any inquiries related to this statement, or to our work on equality and non-discrimination, may be directed to:

firmapost@thevit.no.

We will respond to inquiries within 3 weeks

The Board of Directors in TheVIT AS

June 2025





www.thevit.no