

June 2025

Archer Norway Diversity and non-discrimination Report 2024



ARP report 2024

Archer

Archer Norway diversity and non-discrimination report



All Norwegian Companies are obliged to work actively, targeted and systematically to promote diversity and prevent discrimination at the workplace, according to *Aktivitets og redegjørelsesplikten* (ARP).

Archers` policy on diversity and non-discrimination includes:

- Race and ethnicity
- Religion
- Sexual orientation
- Gender identity
- Career and parental status
- National origin
- Age
- Marital status
- Disability
- Or any other status protected by law

This ARP report summarizes the status of our diversity and equality work.

First part of the report is an overview of gender equality.

Part two is an overview of how we work to focus on and improve our diversity and non-discrimination policy.

Archer AS

Gender balance per 31.12.2024	
Females	Men
33	1223

Temporary employees per 31.12.2024	
Females	Men
5	34

Average weeks parental leave (for the 2024 calendar year)	
Females	Men
0.4	7.3

Part time employees per 31.12.2024	
Females	Men
3	18

Archer AS is the employing company of most of our offshore staff within Platform Drilling and Well Service operations

- ✓ Average age female employees is 33 years & average age male employees is 46 years.
- ✓ Per end of 2024, females make up 2.63 % of total headcount (improved from 2.07 % in 2023 and 1.94 % in 2022). The headcount in Archer AS decreased in 2024. In same period the % females increased.
- ✓ Total average parental leave for 2024 is lower than in 2023. The gap between female and men average weeks parental leave has decreased (from 10.3 weeks in 2023 to 6.9 weeks in 2024).
- ✓ The workforce mainly consist of permanent employees and the use of part time and of temporary employees are low. Part time work is voluntary and mainly consist of men.



Archer Norge AS

Gender balance per 31.12.2024

Females	Men
94	250

Temporary employees per 31.12.2024

Females	Men
10	10

Average weeks parental leave (for the 2024 calendar year)

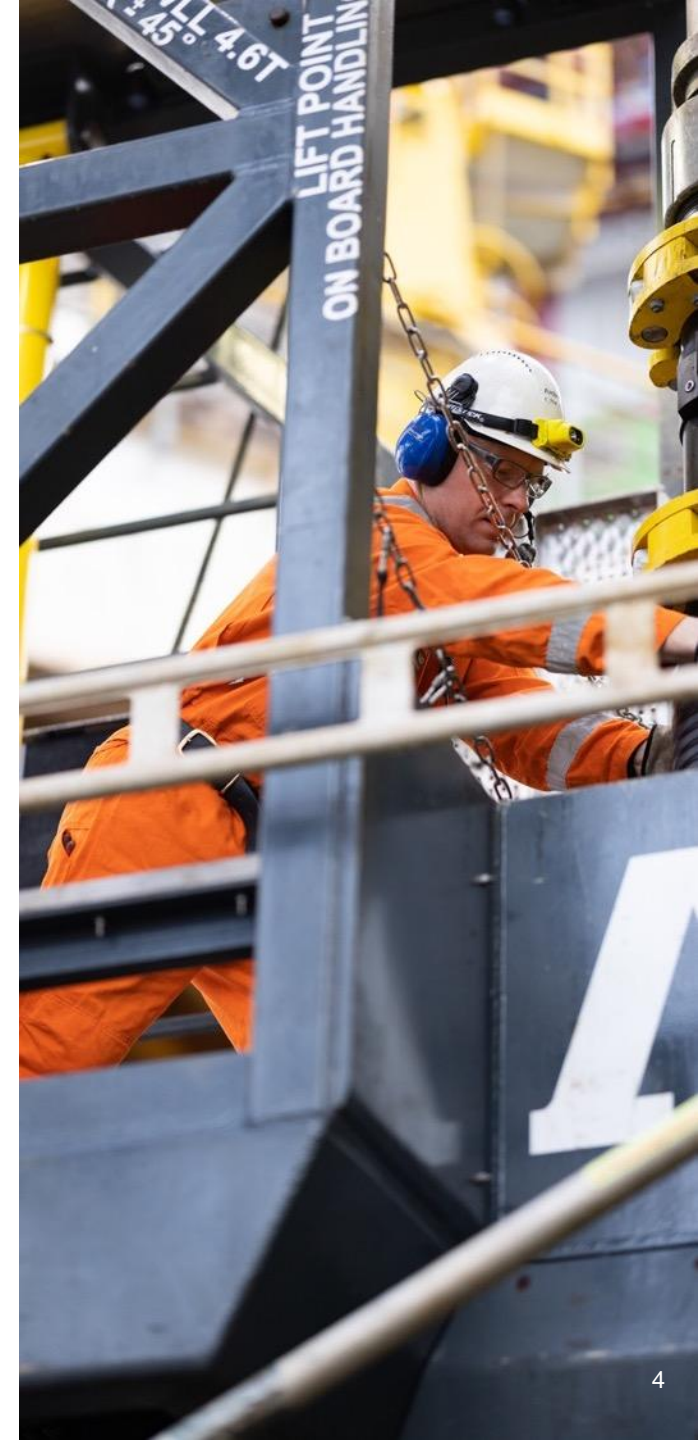
Females	Men
27.6	17.05

Part time employees per 31.12.2024

Females	Men
2	4

Archer Norge AS holds the employment of all onshore employees (office and workshop)

- ✓ Average age for men is 41 years.
Average age for females is 45 years.
- ✓ Per end of 2024 females make up 27.33 % of total headcount (improved from 26.11 % in 2023 and 25.3 % in 2022). The headcount in Archer Norway AS decreased in 2024. In same period the % females increased.
- ✓ There is no change in average weeks parental leave. The gap between men and female is 10 weeks, same as in 2023.
- ✓ Limited use of temporary employees and limited use of part time in general. Apprentices are considered as temporary employees, as are not formally employed by Archer.



Archer Oiltools AS

Gender balance per 31.12.2024

Females	Men
25	192

Temporary employees per 31.12.2024

Females	Men
1	12

Average weeks parental leave (for the 2024 calendar year)

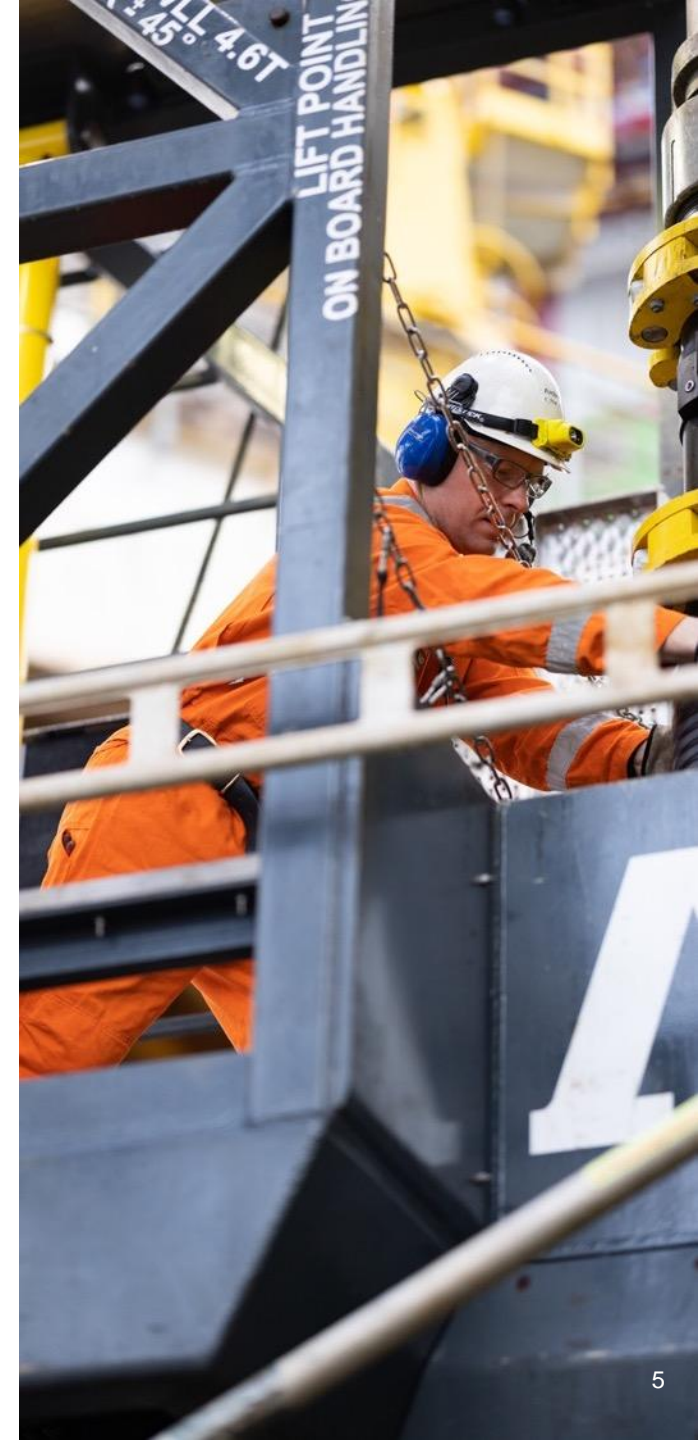
Females	Men
47.2	28.3

Part time employees per 31.12.2024

Females	Men
1	3

Employees in Archer Oiltools are office employees, workshop employees and offshore workers.

- ✓ Average age for men is 40 years. Average age for females is 39 years.
- ✓ There is 11,52 % females in this company, which is a decrease from 13% in 2023. The number of female employees is stable, however there is an increase in male employees which causes the % of female employees to decrease.
- ✓ Average parental leave for 2024 is higher in the female group than in the male group. Total average parental leave for 2024 is also significantly higher than in 2023. As the parental leave adds per calendar year, it can give an inaccurate picture as the actual parental leaves do not necessarily correspond with the calendar year.
- ✓ The workforce mainly consist of permanent employees. Apprentices are considered as temporary employees and are not formally employed by Archer.



Archer Consulting AS

Gender balance per 31.12.2024	
Females	Men
13	41

Temporary employees per 31.12.2024	
Females	Men
1	10

Average weeks parental leave (for the 2024 calendar year)	
Females	Men
0	3.4

Part time employees per 31.12.2024	
Females	Men
1	2

Employees with Archer Consulting As are office employees an offshore workers.

- ✓ Average age for men is 47 years. Average age for females is 45 years.
- ✓ Per end of 2024 females make up 24.07 % of total headcount. That is an improvement from 19.23 % in 2023.
- ✓ Average parental leave for the year is higher for men compared to women. The reason for this is that it is only weeks taken during the calendar year that is part of the report, and not the full parental leave.
- ✓ Total temporary employees has decreased from 24 in 2023 to 11 in 2024. Temporary employees mainly consist of men. Part time work is voluntary and is higher for men then females.



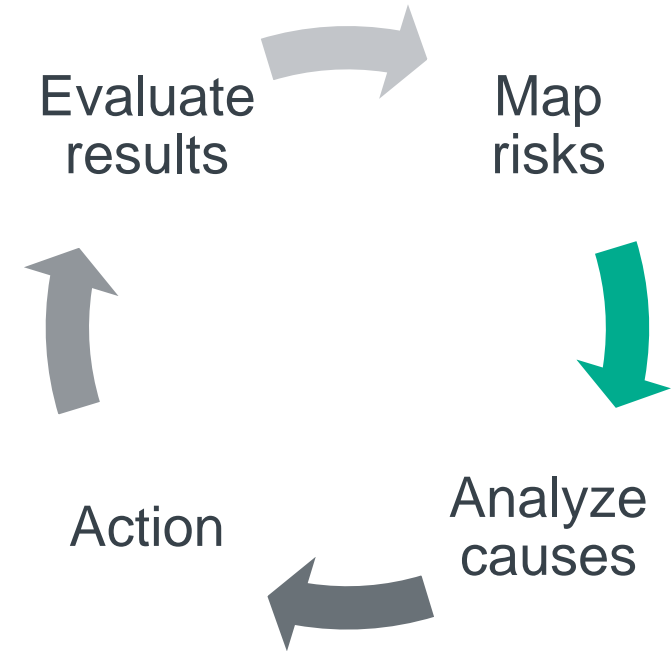
Our work to promote diversity and non - discrimination

- At Archer, diversity and inclusion are essential elements of our business strategy and policy. We believe that a diverse and inclusive workforce drives innovation, strengthens our business, and reflects the global community we serve.
- We are committed to fostering an inclusive workplace where every employee feels respected, valued, and empowered to contribute fully. Our company policies and Code of Conduct contains guidelines to prevent discrimination, harassment, sexual harassment and violence. An accompanying and anonymous whistleblowing system is established.
- As a global oilfield services company, we operate in diverse environments and collaborate with people from a wide range of backgrounds, cultures, and experiences. In Archer Norway employees represent 26 different nationalities per end of 2024. This is an increase from 24 nationalities in 2022.
- Inclusion and diversity are embedded in our recruitment, training and leadership development. The recruitment processes is set up to secure equal opportunity and diversity.



Archer ARP Team

- ✓ A team of 6 is created with 3 members from HR and 3 members representing the employees.
- ✓ The team (Archer ARP Team) has reviewed the company's policies and guidelines within recruitment, compensation and benefits, working conditions, promotions practices, employee development opportunities, the duty to accommodate and the work-life balance.
- ✓ With this review we have mapped diversity risks, analyzed causes, created action plans, and evaluated results from actions. The table next page is a summary of findings.



Summary of risks, actions, objectives, status and results

Area	Risks/background	Actions	Objective	Status	Result
Recruitment	Our industry is male dominated, it can be a risk that we recruit to little diversity into the company	Add a text in all our vacancies where we encourage diverse applicants to apply. Show more diversity in the pictures we use in our communication. Increase awareness in the organization.	Increase diversity in the candidates that apply and also in the company. Reach 7% female share of employees within 2025 and 10 % within 2030.	Text has been added by default to our vacancies, new pictures are used. Focus on awareness in the recruitment process.	In total in the 4 Norwegian companies our share of female employees per 31.12.2024 is 8,8%. This is an increase from 7,8% in 2023, 6,6% in 2022 and 5,9% per 2021. Archer Consulting is only included in the numbers for 2023 and 2024.
Promotion and development opportunities	Our industry is male dominated, it can be a risk that we promote to little diversity into the management.	Training of line managers onshore related to diversity.Leadership development program for onshore managers planned to start in 2025.	Improve awareness among the line managers.	Training within employment law done for line managers onshore.	Group 5, 6 and 7 in the salary mapping have a higher number of female employees onshore in 2023 compared to 2021.
Pay and working conditions	There is still a gender pay gap in Norway, that may pose a risk in our salary determination process	Review our processes for salary determination during recruitment and the annual salary review process.	To ensure that there is no discrimination in the salary determination process.	High focus on this in the salary review process for 2022 and 2023. Continued focus for 2024.	The pay gap analysis shows that the pay gap between the genders is decreasing. In Archer AS it is 4,3% less in 2023 than in 2021, in Archer Norge it is 4,8% less and in Archer Oiltools it is 4,4% less in 2023 compared to 2021.
The duty to accommodate	There is not much use of religious symbols or clothes.	We are showing tolerance and acceptance for this to ensure our staff is comfortable with using religious artefacts.	Ensure that employees of all religions are comfortable in Archer.	Action plans created and conducted per division after the employee survey.	Higher focus on our branding as a diverse company, shows for example on LinkedIn.
Possibility to combine work and family life	As our industry is male dominated, there might be a risk of discrimination against young women with regards to combining family life with work.	Training of line managers to ensure that they are familiar with regulations in this area. A network for female offshore employees planned to start in May 2025.	Improve awareness within the group of line managers.	Training within employment law done for line managers onshore.	In total in the 3 Norwegian companies our share of female employees have increased also from 2023 to 2024.
Harassment, sexual harassment and gender-based violence	There is a risk that we do not capture working environment challenges as early as possible.	Include areas about or working environment as a permanent part of the performance management process. Training and communication of the Code of conduct and whistleblowing routines.	Capture challenges around the working environment to also be able to improve on this area. Raise awareness of whistleblowing routines.	Continued focus with training in code of conduct of all new hires. Online training in code of conduct performed during 2024.	Whistleblowing channels still not known amongst all our employees, needs to be a continued focus.

Employee Engagement Survey

At the end of 2024, our bi-annual employee survey was conducted for all Archer Employees.

The survey has a separate chapter for inclusion and diversity (was added in 2022), where employees are asked to rate 5 statements.

The baseline from 2022 serves as our point of comparison and we aim to demonstrate positive year-on years progression across these indicators.

The employee survey is a useful tool to get feedback at to monitor progress

The section for diversity included the following statements:

- ✓ I feel included and taken care of at my workplace
- ✓ At my workplace, everyone has the same possibilities
- ✓ At my workplace, we treat each other as equals
- ✓ My employer works actively to promote diversity at the workplace
- ✓ I have not personally experienced being discriminated at the workplace the last 12 months (by leader or colleague)

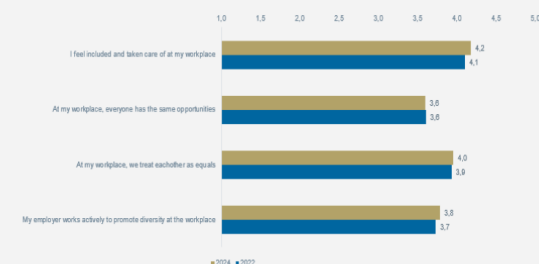
Action plans based on the results has been created and will be addressed through work groups within each division and actioned out in 2025.

Employee representatives are included in this work



Inclusion & Diversity

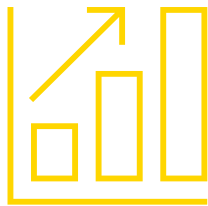
Please answer the following questions:



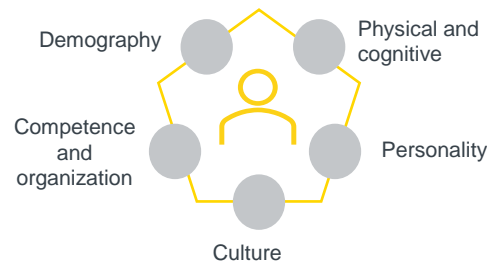
Diversity & inclusion Strategy 2022 - 2030

Our Core Values and company culture aim for an inclusive work culture strengthen by a diverse workforce, and with no intentional or unintentional discrimination.

Diversity and inclusion strategy 2022 – 2030:



Increase share of female employees, also within management positions



Raise company - wide awareness on diversity and inclusion



Ensure fair and non – discriminatory recruitment and hiring process (avoid gender pay gap)



ARP report part 2- our work to promote diversity and non - dicrimination

