

Gender equality and anti-discrimination report 2025

In accordance with the statutory activity duty and duty to issue a statement under the Norwegian Equality and Anti-Discrimination Act (Likestillings- og diskrimineringsloven), Vend Marketplaces ASA (hereafter 'Vend') works actively, systematically and purposefully to promote gender equality and prevent discrimination in the workplace. This report presents key indicators related to gender equality and describes the measures implemented to promote equal opportunities and prevent discrimination. Following the 2025 restructuring, where employees from Vend Marketplaces ASA were merged into Vend Marketplaces AS, this report provides a consolidated view of the Group's operating entities to ensure a representative data set.

Employee statistics

Note that while gender distribution data covers all companies, data regarding sickness absence and parental leave is currently limited to our core operating entities tracked within our central HR Portal.

Board composition

As of 31 December 2025, the Board consisted of 50 per cent women (2024: 46) and 50 percent men (2024: 54), in accordance with the Norwegian Limited Liabilities Companies Act.

Workforce composition

As of 31 December 2025, Vend employed 3,925 employees across the consolidated core companies. The gender distribution was:

- 1,296 women (33 per cent)
- 2,618 men (67 per cent)
- 4 employees identified as 'Other'
- 7 employees with gender not reported

Of the total workforce, 3,535 were permanent employees, 361 were temporary employees and 29 were non-guaranteed hours employees. Temporary employees consisted of 102 women and 259 men.

Diversity in leadership

The Executive Leadership Team comprised 44 per cent women and 56 per cent men (2024: 33 per cent and 67 per cent respectively). Across all managers, the distribution was 43 per cent women and 57 per cent men.

Working conditions

Vend's commitment to a safe workplace is reflected in the 2025 employee survey, where the statement 'I work in an environment that is free from bullying, harassment and discrimination' received a score of 88 per cent.

The average sickness absence rate was 4 per cent (2024: 4).

As of 31 December 2025, no permanent employees worked part-time, and the company therefore had no involuntary part-time employment.

Parental leave

The average number of weeks of parental leave taken in 2025 was 34 weeks for women (31 employees) and 13 weeks for men (43 employees).

Remuneration

In 2025, the gender pay gap was -0.1 per cent (2024: 4.2 per cent), calculated as the difference between the average hourly gross pay of male and female employees.

Work on gender equality and anti-discrimination

Vend works to promote equality and prevent discrimination based on ethnicity, national origin, descent, skin colour, language, religion and outlook on life. These efforts include robust recruitment processes, equal treatment in performance assessments, pay and working conditions, individual development plans and protection against harassment.

This work is supported by internal policies including the Code of Conduct, the Discrimination, Bullying and Harassment Policy, and the Diversity and Inclusion Policy, which apply across all Vend operations. Our approach to equality and inclusion is also integrated into our broader people processes. During 2025, Vend implemented several initiatives to strengthen equal opportunities and an inclusive workplace. These included:

- The introduction of a new Leadership Framework, aimed at strengthening inclusive leadership
- The roll-out of new company values and culture initiatives to support a shared and inclusive organisational culture
- The establishment of a group-wide Job Level Framework, providing a transparent and consistent structure for job roles, career development and fair and consistent pay practices.

Vend continues to monitor gender equality indicators and the effectiveness of these initiatives as part of its systematic equality work. The engagement survey serves as one important tool to capture feedback from the organisation and identify areas for improvement, combined with a formal speak up process. As part of its broader sustainability agenda, Vend has also established a target to improve gender balance across leadership positions, aiming for gender balance (50/50) by 2030.

Further information on Vend's policies, actions and targets related to employees is available in the Sustainability Statement 2025 (ESRS S1 – Our employees).