



2022 Work Environment and Equality Statement for Opera Norway AS

This equity statement has been crafted for Opera Norway AS, representing us as an employer operating in the Norwegian region.

At Opera Norway AS, we are committed to fostering diversity and promoting inclusion while vehemently opposing all forms of discrimination. We pledge to uphold the principles of equality and fairness, ensuring that no one is treated unfairly on the grounds of gender, pregnancy, parental or adoption leave, caregiving responsibilities, ethnicity, religious affiliation, personal beliefs, disability, sexual orientation, gender identity, gender expression, or any intersection of these characteristics.

Work environment

Opera Norway AS aims to create a work environment that is attractive and motivating. Employee well-being is measured through monthly work surveys. This research focuses on management, teamwork, innovation, health and safety, policy and compliance, quality focus, and customer orientation as well as other areas.

Internal policies to promote diversity and prevent discrimination

Our recruitment policy is to be non-discriminatory in our screening and selection process. Our goal is and has always been, to recruit the best employees irrespective of race, color, nationality, age, sex, sexual orientation, gender identity, ethnic origin, marital status, disability, geographical location, or religion. At Opera Norway AS, we believe that a diverse workforce is a profitable investment. People with different backgrounds and perspectives are important to our innovation since we can then use the knowledge and experience of individuals with different global backgrounds. We believe that the diversity among our employees gives us a competitive advantage and a greater understanding of the markets in which we operate.

Harassment and discrimination

Harassment or other undue behaviour is not tolerated, and the workplace must be free from this type of behaviour. This point is also mapped during our annual work survey and is followed closely by us. Mutual respect is the core of maintaining the values.

Sick leave and parental leave

Sick leave in 2022 was 0.2%. No work-related accidents involving personal injury were reported. No events with material damage occurred. The company's employees follow the Norwegian rules regarding parental leave, with regards to time off from work.



Distribution of women and men per position level

In 2022, Opera Norway AS maintained an average of 63 full-time equivalent regular employees, encompassing both permanent and temporary staff members. Among this workforce, 25 employees were women, constituting 39.5 percent of the total. Specifically, 80.95 percent of these employees held full-time regular positions, while the remaining 19.05 percent were engaged as temporary full-time employees.

Regarding the pay gap analysis for permanent full-time employees:

	Description	% women	% men	% pay difference
Group 1	Executive level positions	0 %	100 %	0%
Group 2	SVP and VP positions	0 %	100 %	0%
Group 3	Senior Directors and Directors	30 %	70 %	(16%)
Group 4	Upper Management	50 %	50 %	14%
Group 5	Middle Management	25 %	75 %	(8%)
Group 6	Subject Matter Experts	40 %	60 %	(13%)
Group 7	Individual Contributors	57 %	43 %	(3%)
Group 8	Support Staff	100 %	0 %	0%
Total Opera Norway AS		41 %	59 %	

The company's employees have full-time contracts, with the exception of a few employees partaking in a temporary internship program.

As part of our core values, Opera promotes cultural diversity and gender equality. Equal opportunities for all Opera employees and potential employees are important factors throughout the organization. Upon recruitment, we use assessment methods such as programming tests and test cases to provide equal opportunities for all eligible applicants.

Opera endeavours to continue to improve the company's gender balance.



Pay Gap Explanation

Opera Norway's overall pay gap percentage is 45%. This percentage is representative of the pay gap when gender and pay are the only two variables considered; it represents the difference in the women's mean salary compared to the men's mean salary – without considering other variables, including level of responsibility. As such, although an important number to report on for transparency purposes, this high percentage is a bit misleading.

As we know, pay is largely determined by a position's level of responsibility. In Norway, all of Opera's executive level positions, as well as SVP and VP positions are held by men. In general, positions at those levels are higher paid than others, and this significantly drives up Opera Norway's overall pay gap percentage. Opera has had, and continues to have, a focus to raise more female employees to positions with greater responsibilities.

Considering the individual job levels in which Opera currently has positions held by both men and women (Groups 3-7) is nevertheless important to get a clear picture of where Opera Norway stands in terms of equal pay adjusted for role and responsibilities. The weighted average pay gap across these Groups 3-7 is 7%, which still indicates that this should be an area of further examination and potential adjustment needs, which Opera is committed to address.

Cultural diversity

As a segment of the global Opera Group, Opera Norway AS is committed to upholding principles of inclusivity and equality. At the heart of our organizational ethos, we champion cultural diversity and gender parity. English serves as the primary working language within our company, facilitating the engagement of individuals from varied cultural contexts. Presently, our Oslo office comprises representatives from 27 different nationalities, a testament to our rich and diverse international environment. We take pride in fostering a workplace that celebrates the contributions of individuals from diverse backgrounds, and we remain dedicated to combating discrimination in all its forms.