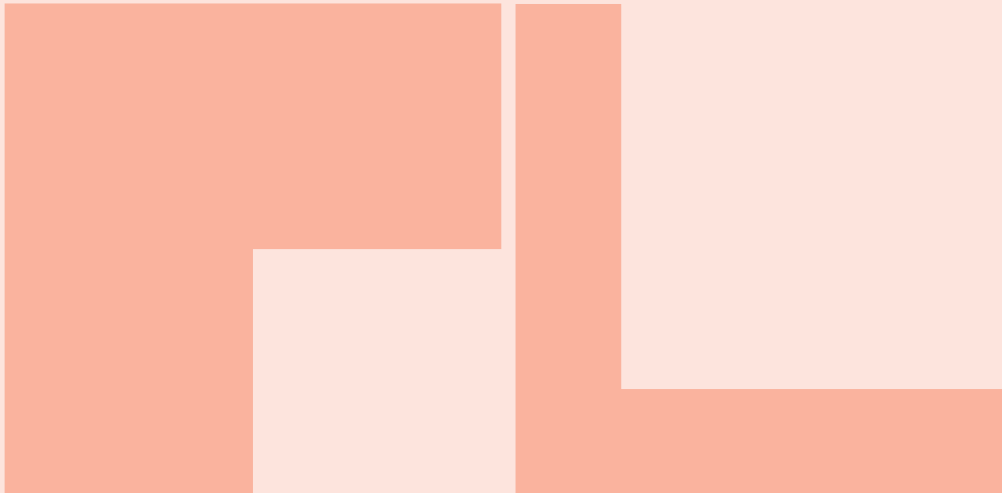


UK Gender Pay Gap Report 2024

Aker Solutions is strongly committed to the principles of equity, diversity and inclusion.

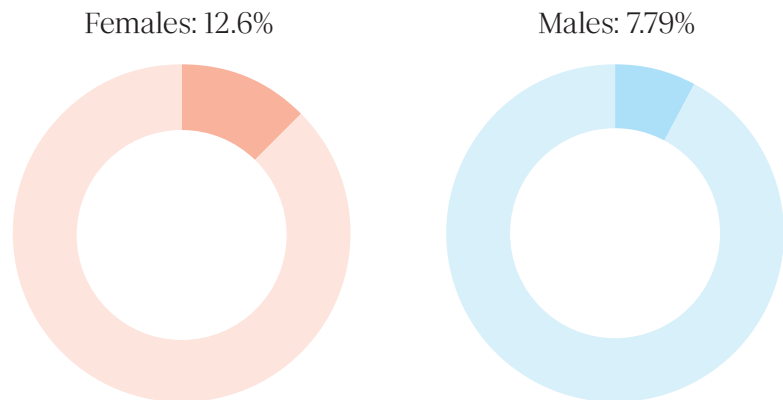


Gender pay gap and bonus gap reporting figures

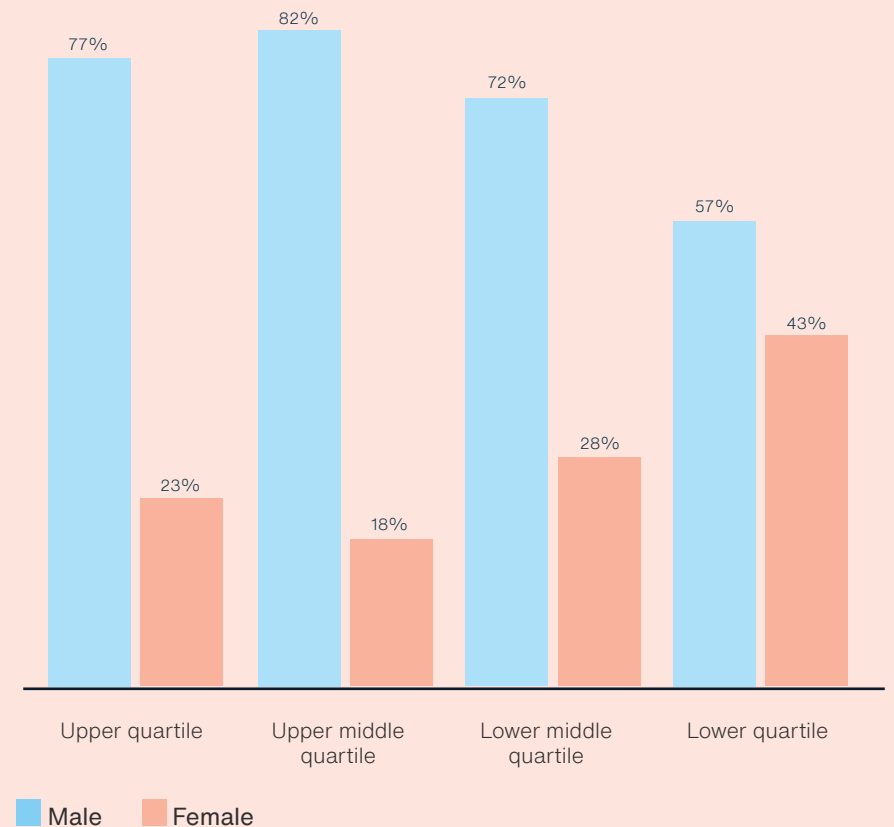
The figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

	Mean	Median
Gender pay gap	15%	21.9%
Gender bonus gap	35%	28.2%

Portion of females and males receiving a bonus payment



Portion of employees in each quartile pay band



Addressing the Gender Pay Gap

Closing the gender pay gap remains a significant organisational and societal challenge. To actively contribute to addressing these issues, Aker Solutions is taking the following steps:

- Encouraging STEM Education
 - We partner with schools to inspire interest in STEM subjects from an early age. Additionally, we are active members of the ECITB Skills Forum, supporting initiatives to increase female participation in engineering university programs and the wider industry
- Commitment to Equality: As an OEUK Signatory and AXIS Pledge participant, we are dedicated to providing equal leadership opportunities and fostering a culture of inclusivity, which aligns with our DE&I goals. We are also
- focused on understanding the root causes of the gender pay gap, implementing targeted actions to close it, and maintaining open communication with our employees about our progress
- Promoting Diversity and Transparency: Through the 'Aker Solutions Attitudes,' we champion diversity, empowerment, trust, and respect. Our recruitment practices ensure fairness and transparency, encouraging applications from all backgrounds and creating a diverse candidate slate
- Leadership Training: Respect and inclusivity are core to our values. Our Code of Conduct mandates respect for all individuals, and we provide DE&I awareness training for all leaders as part of their required learning
- Flexible and Family-Friendly Policies: We support long-term flexible working arrangements, recognizing the importance of work-life balance and individual circumstances. We've enhanced our family-friendly policies, including maternity and paternity leave, and introduced hybrid and flexible working options
- Driving DE&I Initiatives: Driven from a corporate level, a DE&I employee champion group has been established locally to lead and promote initiatives, with the support of a global program piloted from the UK.

UK Gender Pay Gap Report 2024

Aker Solutions is steadfast in our commitment to creating an equitable workplace, reducing the gender pay gap, and building a culture where everyone has the opportunity to succeed.



Paula Smith

Vice President
People & Organisation UK/KL

A handwritten signature in black ink that reads "Paula Smith".



Leslie Roger

Vice President
Finance, Western Hemisphere

A handwritten signature in black ink that reads "Leslie Roger".