

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

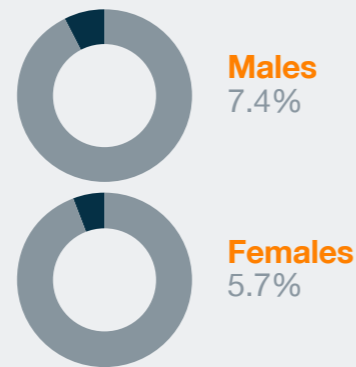


## Gender pay gap and bonus gap reporting figures

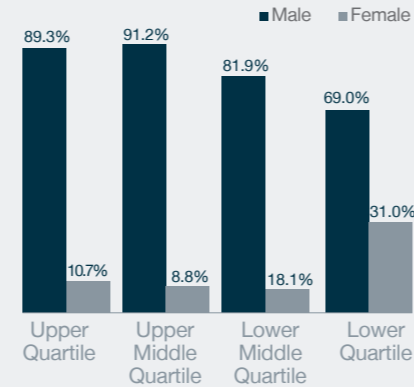
The figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

	Mean	Median
Gender pay gap	<b>16.9%</b>	<b>26.4%</b>
Gender bonus gap	<b>-55.7%</b>	<b>-74.2%</b>

### Proportion of males and females receiving a bonus payment



### Proportion of employees in each quartile pay band



## Responding to the Gender Pay Gap 1

- The gender pay gap continues to narrow - we're pleased about that.
- The bonus pay gap is again positive towards women in our workplace. This is due to the number of senior women in senior roles who have access to a bonus scheme, compared to a larger number of men within our working environment.
- Our male/female split is: 77:23
- We see a balancing of numbers of women across all the quartiles.
- Closing the gender pay gap continues to be an organisational and societal challenge. The company continues to focus on its Code of Conduct, within which it expressly supports respect to all people, regardless of sex. Every year, compliance to refresher training on the Code of Conduct remains high. Getting these basics right is key to ensuring operationally, leaders and people treat each other as individuals.
- Aker Solutions supports the UN Sustainable Development Goals, focusing on nine of these, including those that support inclusive learning and development around the world. This supports the culture of the organisation, so that people are encouraged to be involved in projects and networks that focus on equality, diversity and inclusion.
- The company is signatory to the AXIS pledge, where it is committed to attracting, retaining and developing a diverse workforce. The pledge demonstrates the company's commitment to equal pay, equal opportunities for women and men and working towards equal leadership

Aker Solutions seeks to promote diversity through the development of its people, providing transparent and equal opportunities for everyone.

## Responding to the Gender Pay Gap 2

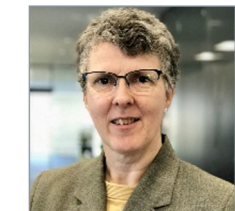
- The company provides access to data regarding diversity to all employees to enable understanding of current status and changes.
- Aker Solutions has embraced flexible working through a new Flexible Working Policy. Driven by a global pandemic, the policy has been developed to support long-term flexible working, through consideration of people's work/life balance, their family and personal circumstances and how the organisation can continue to learn from an imposed situation. Such a policy supports continued development of everyone, women and men, in a new digital work environment.
- Our Aker Solutions Solutioneers, a group of employees who are starting out on their careers, have been promoted to report into the company's global head of People and Organization, meaning diversity of thought and action at the most senior levels in the organisation. This has been designed to create thought-leadership, in support of the company's policy of inclusiveness of and respect for everyone.

## Responding to the Gender Pay Gap 3

We confirm that our UK gender pay gap calculations are accurate and meet the requirements of the regulations.



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