A photograph of three business professionals in a meeting. On the left, a woman with glasses and dark hair is looking towards the center. In the middle, a man with short hair and a beard is looking towards the right. On the right, a woman with long brown hair is smiling and looking towards the center. They are all dressed in business attire. The background is a light blue wall with some faint diagrams.

UK Gender Pay Gap Report 2021

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



Our 2021 Gender Pay Gap

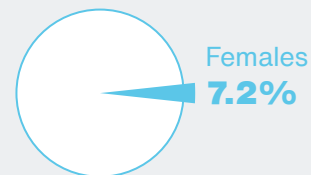
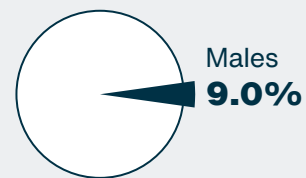
The UK Gender Pay Gap Regulations require all companies with 250 or more employees to publish details of their gender pay gap and bonus gap.

Gender Pay Gap and Bonus Gap Reporting Figures

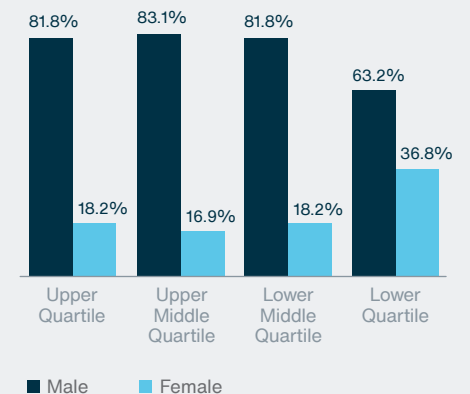
The figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

	Mean	Median
Gender pay gap	15.8%	20.9%
Gender bonus gap	-37.8%	-28.8%

Proportion of males and females receiving a bonus payment



Proportion of employees in each quartile pay band



Responding to the Gender Pay Gap 1

- We are continuing to make steady progress in reducing the gender pay gap
- 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.
- A key pillar of the 'Aker Solutions Attitudes', is 'Co-creators', promoting diversity, empowerment, trust and respect, working and celebrating together, as one diverse team

Responding to the Gender Pay Gap 2

- 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 has embraced flexible working through its Flexible Working Policy. The policy supports 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. Such a policy supports continued development of everyone, women and men, in a new digital work environment.
- We continue to support the UN Sustainable Development Goals, including those that focus on inclusive learning and development around the world, which aligns with our culture and our drive for equality, diversity and inclusion
- The company makes its data on diversity transparent within its employee self-service site, Employee Central, so that all its people can understand its status and how that changes

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.




Jason Brown
Senior Vice President
Renewables, UK




Paula Smith
Senior Manager
P&O Regional Manager, UK

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