

UK Gender Pay Gap Report 2023

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

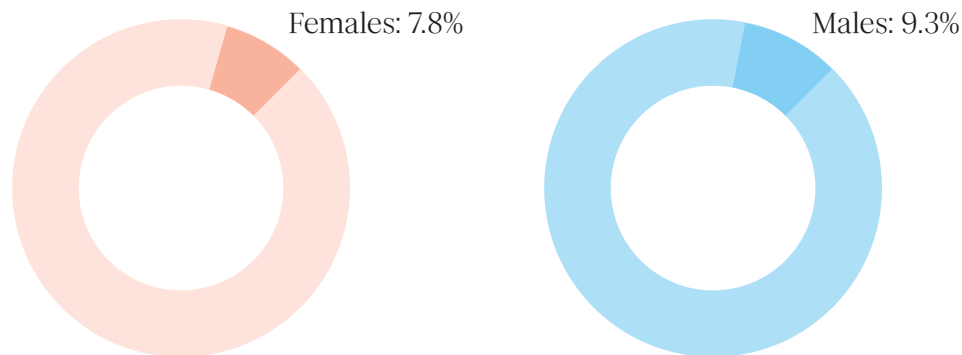


Gender pay gap and bonus gap reporting figures

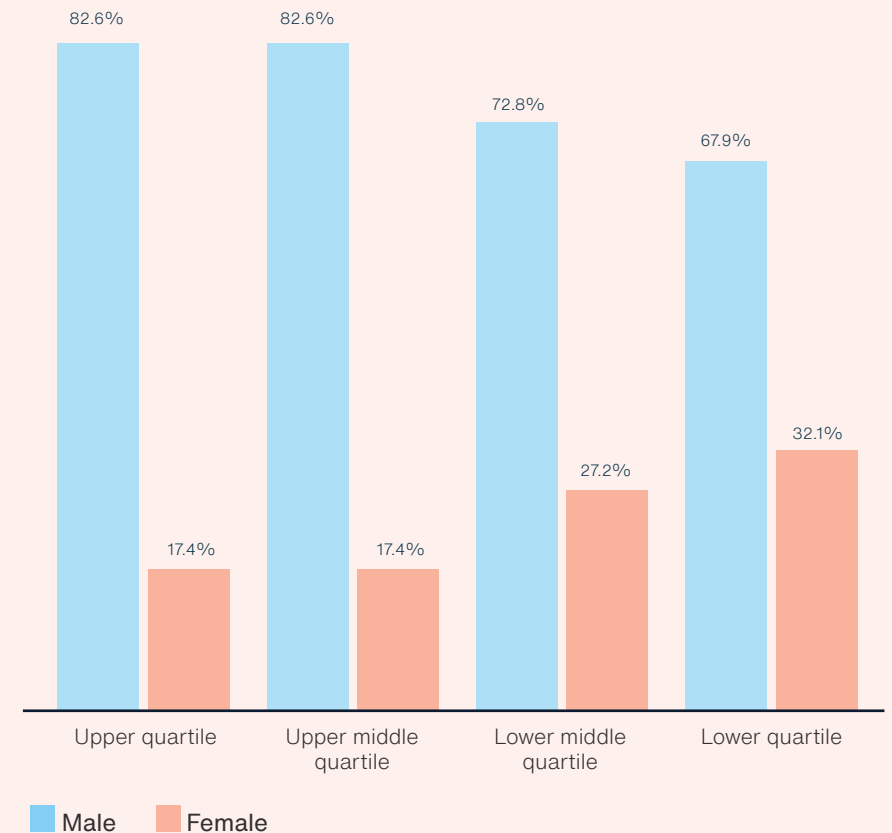
The figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

	Mean	Median
Gender pay gap	14.1%	21.9%
Gender bonus gap	-3.9%	14.2%

Portion of females and males receiving a bonus payment



Portion of employees in each quartile pay band



Responding to the pay gap

- Between the reporting periods, the workforce population increased by 32%. Our female population increased 40% and our male population increased 30%. This has contributed to an increase in the pay gap for 2023, however we have significantly reduced the bonus gap
- Our 2023 male to female ratio is 76:24, a decrease from 2022
- Closing the gender pay gap continues to be an organisational and societal challenge. To help address these challenges, we continue to work with schools to encourage interest in STEM subjects and an early age. We are also members of the ECITB Skills forum to support encouragement of more females to Engineering university programmes and to the industry
- As an OEUK Signatory and AXIS Pledge participant, Aker Solutions are fully committed to working towards providing equal leadership and equal opportunities irrespective of gender, reflecting this to our DE&I targets. Furthermore, Aker Solutions is committed to understanding the underlying reasons behind our gender gap, take positive actions to close it, and to openly communicate on this with our staff
- The 'Aker Solutions Attitudes' promotes diversity, empowerment, trust and respect, working and celebrating together, as one diverse team, our open recruitment advertising provides a fair and transparent approach for all to apply
- Our Code of Conduct expressly supports respect to all people and we ensure that all of our leaders are trained in DE&I awareness as part of compulsory learning modules
- Aker Solutions supports long-term flexible working, through consideration of people's work/life balance, their family and personal circumstances. We have revised and improved our family friendly policies (including maternity and paternity leave) as well as our hybrid and flexible working policies
- We have introduced a DE&I employee champion group to help support and drive DE&I initiatives and activities and piloting a global programme from the UK

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



Paula Smith

Vice President
People & Organisation UK/KL

A handwritten signature of Paula Smith in black ink on a white background.



Leslie Roger

Vice President
Finance, Western Hemisphere

A handwritten signature of Leslie Roger in black ink on a white background.