

Equinor UK Limited Gender Pay Gap report 2021

Equinor in the UK has today published its gender pay gap results for the fifth year in line with the government's Gender Pay Gap regulations introduced in April 2017.

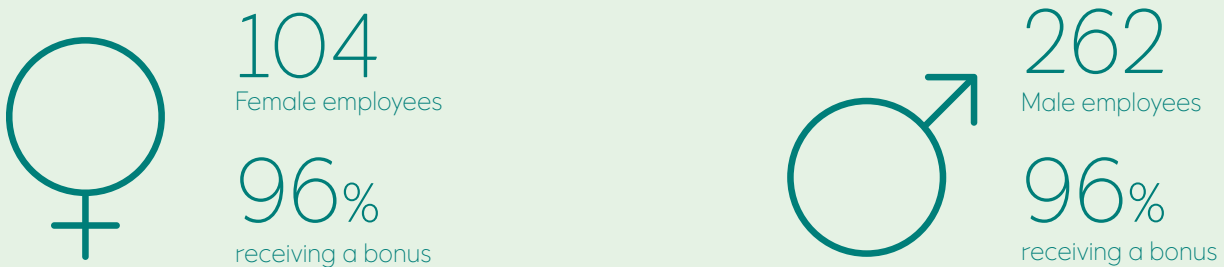
As required by government regulation for gender pay reporting, in addition to reporting data for Equinor UK Limited with 366 employees, we also voluntarily publish figures from Equinor Production Limited, who are under the threshold for reporting with 216 employees. This represents a complete overview of Equinor's UK activities in four locations across commercial, commodity trading, onshore/offshore business areas and corporate functions.

Median Pay Gap for Equinor UK is positive for women

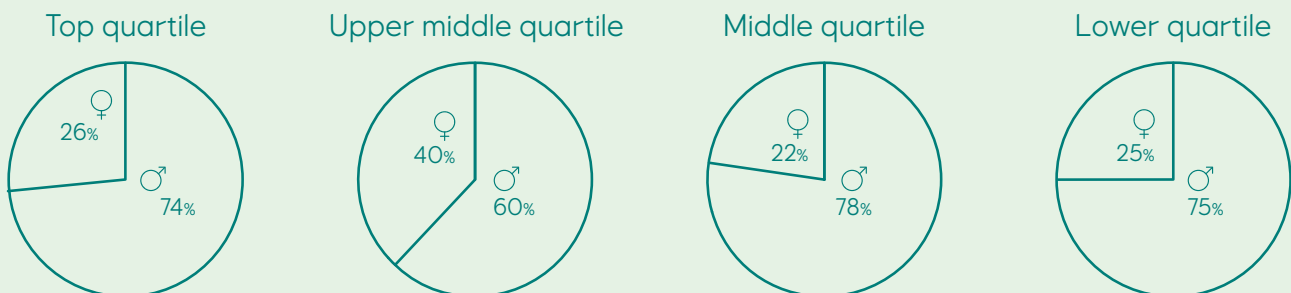
Median Bonus Gap for Equinor UK is positive for women

The breakdown below provides a more detailed representation of the company's gender demographics.

Equinor UK Limited gender pay gap



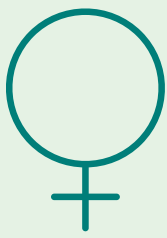
	Mean*	Median**
Gender Pay Gap	7%	-6%
Bonus Pay Gap	52%	-9%



*Mean pay: a comparison of the average pay/bonus for a woman and the average pay/bonus for a man

**Median: a comparison of the "middle" pay for a woman of all pay/bonus amounts when sorted from low to high and the "middle" pay/bonus amounts for a man.

Equinor Production UK Limited gender pay gap

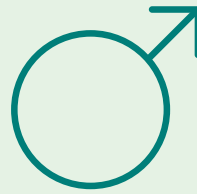


40

Female employees

91%

receiving a bonus



176

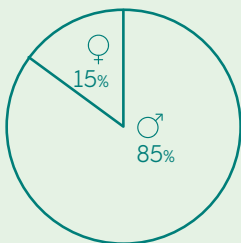
Male employees

94%

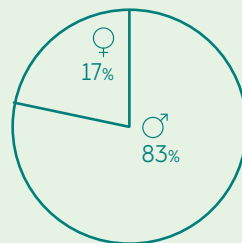
receiving a bonus

	Mean*	Median**
Gender Pay Gap	12%	7%
Bonus Pay Gap	18%	19%

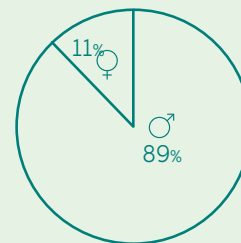
Top quartile



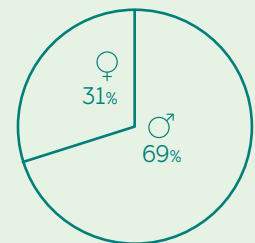
Upper middle quartile



Middle quartile



Lower quartile



In Equinor UK we are committed to driving gender equality and inclusion across our business so that we make better business decisions and work to our full potential. We work hard to strengthen our organisation to reflect the communities and customers we serve, and our commitment to cultivate diversity in the way we work is underpinned by our values of being open, collaborative, courageous and caring.

Equinor always aims to pay men and women equally for work of equal value, and differentiation in remuneration should only be based on experience, responsibilities and performance ensuring our approach to pay is non-discriminatory and fair. However, we recognise the challenge that the industry has as a whole, in representation of women within the workforce. We are taking positive steps to achieve a better balance by attracting more women into our industry through actions such as links with education, graduate recruitment, sponsoring apprentices and making improvements in our recruitment advertising practices. We acknowledge that we do have a gender pay gap which we need to better understand and work on improving, which will take time.

At Equinor we recognise diverse and inclusive working environments as critical enablers of safe operations and innovation. Year on year we have improved our percentage of female leaders globally, and in 2021 we have 35% of leadership positions filled by women. We are also proud of the strong female representation on our Corporate Executive Committee. In Equinor UK we have reviewed many of our People policies and processes to ensure they are more inclusive and representative of our diverse workforce. To read more about our diversity data see our 2021 Sustainability Report [here](#).

Our analysis shows that one of the drivers for the differential in total compensation is the higher representation of males in skilled offshore positions as well as amongst our trading population. These roles are typically compensated with a range of additional elements beyond base salary, such as offshore allowances or a different variable pay structure. The gender imbalance in these roles contribute to a wider pay gap for total compensation than with base salary. When base salary alone is considered, the average gender pay gap for our full UK employee population is around 2%.

Signed by Alex Grant, Managing Director Equinor UK Limited