

# Equinor UK Limited Gender Pay Gap report 2024

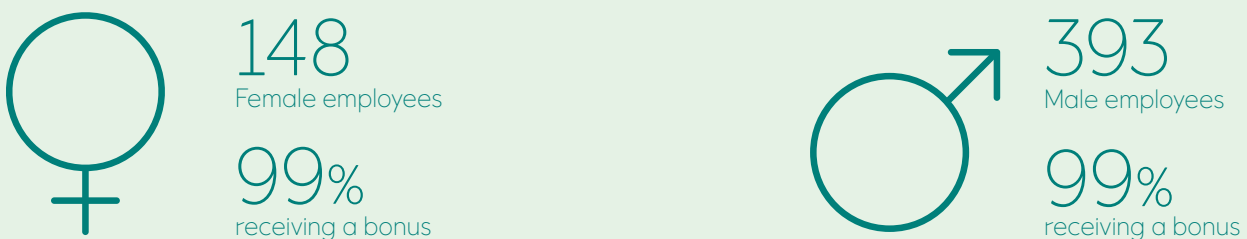
At Equinor UK, we are governed by our purpose: Energy for people. Progress for society. Searching for better. We live by our values to set direction, guide decisions, actions, and the way we interact with others. One of our main objectives is to embrace diversity and new perspectives, and to raise ethical dilemmas and act with integrity. We hold ourselves accountable to these standards and recognise where we can always do better. A key focus is our workforce diversity and pay equality. We acknowledge our gender pay disparity and are committed to changing this narrative in the Energy industry.

The UK Government requires any employer with 250 or more employees to report and publish data on their respective gender pay gap. The Gender Pay Gap report provides detailed information about the average pay differences between individuals that identify as male and female, and data in this report is based on those who self-identify as male or female. In order to progress, we must remain transparent and accountable for where we are and take action to get to where we want to be.

## Equinor UK Limited gender pay gap

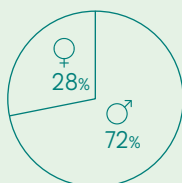
Our mean gender pay gap is 2% (increased gap from 1% last year) and the median gender pay gap is -9% (increased gap from -7% last year). We are also able to identify the proportion of males and females in each pay quartile, with the strongest proportion of women in the upper middle quartile. This proportion has remained stable since last year.

While there is an equal percentage of males and females who receive a bonus, our mean gender bonus gap is 27% (increased gap from 23% last year) and the median gender bonus gap is -11% (decreased gap from -22% last year). This demonstrates that the middle point of bonuses is in favour of females, however there is continued work to be done to reduce the disparity between gender bonus pay.

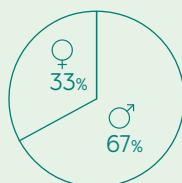


	Mean*	Median**
Gender Pay Gap	2%	-9%
Bonus Pay Gap	27%	-11%

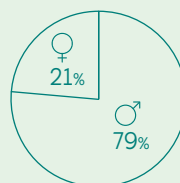
Top quartile



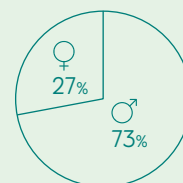
Upper middle quartile



Middle quartile



Lower quartile



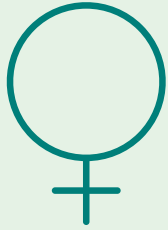
\* Mean pay: a comparison of the average pay/bonus for a woman and the average pay/bonus for a man \*

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

## Equinor Production UK Limited gender pay gap

Our mean gender pay gap is 14% (increased gap from 12% last year) and the median gender pay gap is 11% (increased gap from 8% last year). Although the highest proportion of women are on the lower quartile, there is an upwards trajectory of growth with proportion of women increasing in both top and upper middle quartile since last year.

Although all males and females receive a bonus, the mean gender bonus gap is 16% (decreased gap from 20% last year) and the median gender bonus gap is 10% (decreased gap from 21% last year). This is a significant positive change for the organisation on closing the bonus gap.



63  
Female employees

100%  
receiving a bonus

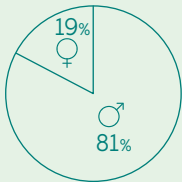


226  
Male employees

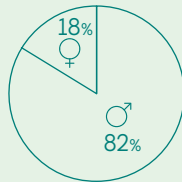
100%  
receiving a bonus

	Mean*	Median**
Gender Pay Gap	14%	11%
Bonus Pay Gap	16%	10%

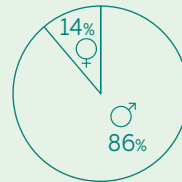
Top quartile



Upper middle quartile



Middle quartile



Lower quartile



## Industry comparison

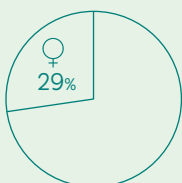


It's important to highlight how we are benchmarked to our industry competitors. We are leading the industry in reducing the gender pay gap with a marginal difference, and also have a higher proportion of females in the upper and top pay quartiles.

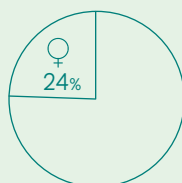
### Female leadership positions, based on Chief positions

The percentage gaps we see in the UK are driven by lack of representation of females in operational, trading, and leadership roles. Despite a growth in female representation within Equinor Production (26% increase), there is a slower growth within Equinor UK (9% increase) comparative to male representation. This is a difficulty our sector faces, but we must do more to change the narrative across the energy industry.

Equinor UK



Equinor Production UK

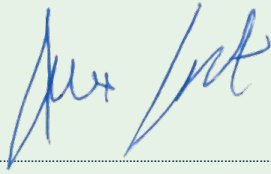


## Key impacts and way forward

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These challenges within the industry are not taken lightly. We recognise the impact of the gender pay gap and are committed to making positive change. In 2024, we implemented key initiatives to continue building our diversity literacy. We continue to consider flexible working arrangements to enhance our inclusivity to all employees and proudly launched our Step-Up Operational Leadership (SUOL) program to promote stronger education to leaders on the importance of diversity and inclusion within their teams. Late last year we hit a huge milestone with the implementation of our new Job Architecture, allowing us to map equal jobs more effectively, aligning with our ethos of equal opportunities. We are also pleased to have joined the AXIS Pledge and Powerful Women's Energy Leaders' Coalition, reinforcing our commitment in the UK energy sector to work towards equal pay, drive leadership equality, and equal opportunities for women and men, starting now.

We are proud of the strides taken in 2024 but know we know we can be better. We identified an error in our 2022 and 2023 trader bonus figures and have since resubmitted each report (figures used for comparison purposes in this report reflect that amended 2023 figures), but this has shown that while we are generally ahead of the industry, we are not as good as we thought we were and the trend is not necessarily improving in many areas. There is still much work to do. We value diversity and are committed to continue working to create a truly inclusive and psychologically safe working environment, ensuring fair and equal opportunities for all. This is the foundation for positive change towards closing the gender pay gap and increasing our female representation.



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Signed by Alex Grant, Country Manager Equinor UK