

UK Gender Pay Gap Report 2025

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

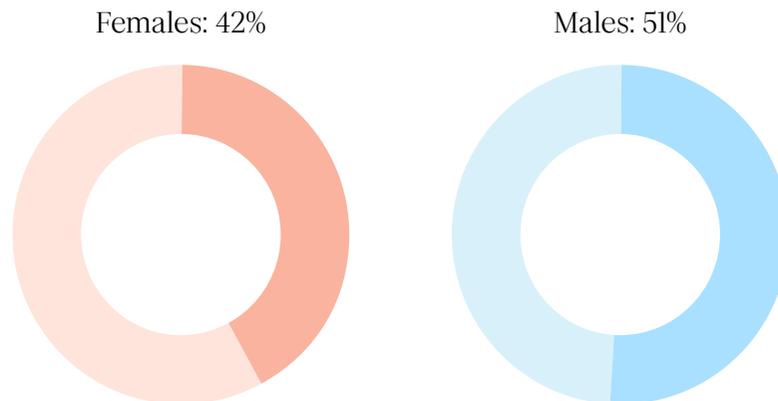


Gender pay gap and bonus gap reporting figures

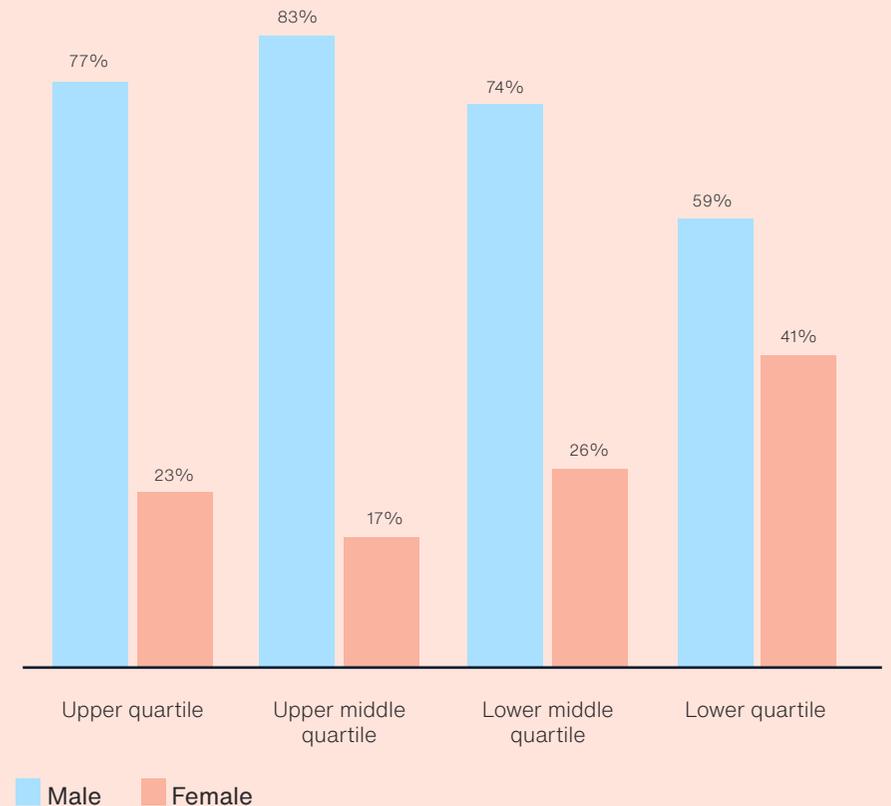
The figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

	Mean	Median
Gender pay gap	12.64%	18.19%
Gender bonus gap	-13.41%	0%

Portion of females and males receiving a bonus payment



Portion of employees in each quartile pay band



Addressing the Gender Pay Gap

Closing the gender pay gap remains a significant organisational and societal challenge. To actively contribute to addressing these issues, Aker Solutions is taking a number of actions to support greater equity, diversity and inclusion across the organisation.

- We encourage STEM education by partnering with schools to inspire interest in STEM subjects from an early age. In addition, we are active members of the ECITB Skills Forum, supporting initiatives that increase female participation in engineering university programmes and the wider industry.
- As an OEUK Signatory and AXIS Pledge participant, we are committed to providing equal leadership opportunities and fostering an inclusive culture aligned to our DE&I goals. We are focused on understanding the root causes of the gender pay

gap, implementing targeted actions to close it, and maintaining open communication with employees on our progress. This includes a continued focus on increasing female representation in senior leadership, including EMT-level roles.

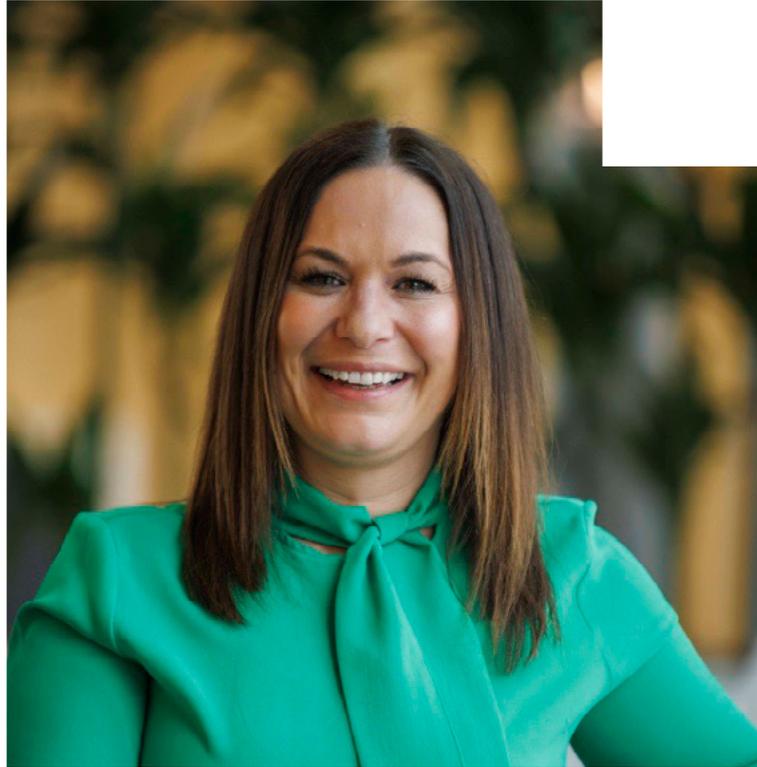
- We promote diversity and transparency through the 'Aker Solutions Attitudes', which champion diversity, empowerment, trust and respect. Our recruitment practices are designed to be fair and transparent, encouraging applications from all backgrounds and supporting the creation of diverse candidate slates. We also use regular spot surveys focused on equality and inclusion as part of a global initiative to capture employee feedback and inform ongoing actions.
- Respect and inclusivity are core to our values and are reinforced through our Code of Conduct, which mandates respect for all individuals. We also

provide DE&I awareness training for all leaders as part of their required learning.

- We support long-term flexible working arrangements, recognising the importance of work-life balance and individual circumstances. Aker Solutions offers a comprehensive suite of family-friendly policies, including maternity and paternity leave, flexible working options, flexibility around core working hours, hybrid working arrangements, and access to onsite childcare facilities where available. These policies are designed to support employees at different life stages and promote sustained participation and progression within the organisation.
- Our DE&I initiatives are driven at a corporate level and supported locally through DE&I employee champion groups that lead and promote activities, aligned with a global programme piloted from the UK.

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Aker Solutions is steadfast in our commitment to creating an equitable workplace, reducing the gender pay gap, and building a culture where everyone has the opportunity to succeed.



Paula Smith

Vice President
Global People Operations

A handwritten signature in black ink that reads "Paula Smith".



Leslie Roger

Vice President
Finance, Western Hemisphere

A handwritten signature in black ink that reads "Leslie Roger".