



# Orsted UK's overall 2022 Gender Pay Gap

## What is the gender pay gap and why are we measuring it?

The gender pay gap is a measurement of the difference between average hourly earnings and bonuses for men and women employed by UK companies.

In 2018, gender pay gap reporting became a legal requirement in the UK. This was a very important step forward to ensure transparency about gender-based pay. The government requirement is that all companies with over 250 employees should publicise this information.

At Ørsted, we believe that having an inclusive and diverse workforce is a fundamental requirement for our business' overall success. We therefore fully support the goals of gender pay gap reporting and have gone above the minimum reporting requirement by including data on all our UK businesses. We believe it is important to look at our entire employee population so that we can target the areas of our business most in need of support in closing the gender pay gap.

## Orsted UK

### Gender pay gap

Defined as how much, on average, men earn more than women in Orsted UK



### Bonus pay gap

Defined as how much, on average, men earn more in bonus payments than women across Orsted UK



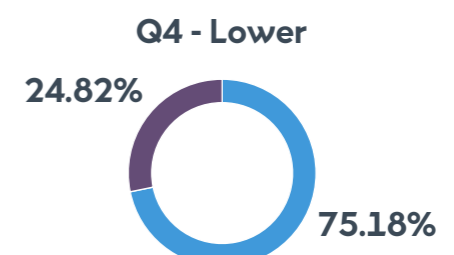
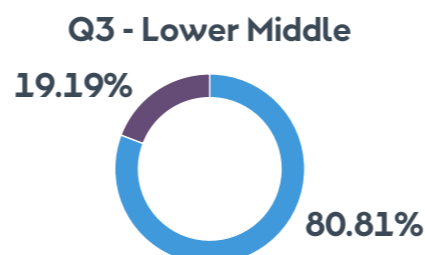
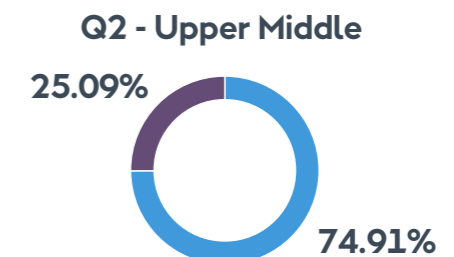
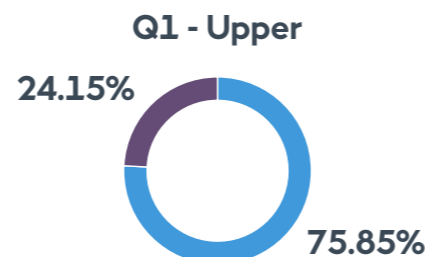
### Proportion of those who received a bonus by gender



### Pay quartiles

How many men and women are in each quarter of the employer's payroll

- Women
- Men



<sup>1</sup> The figure that falls in the middle of the range of pay when they are lined up by smallest to largest

<sup>2</sup> Sum of all employee pay added together and divided by the number of employees

# Orsted Power (UK) Limited 2022 Gender Pay Gap

## Orsted Power (UK) Limited

### Gender pay gap

Defined as how much, on average, men earn more than women in Orsted Power (UK) Limited



### Bonus pay gap

Defined as how much, on average, men earn more in bonus payments than women across Orsted Power (UK) Limited



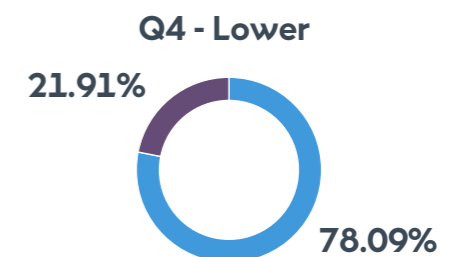
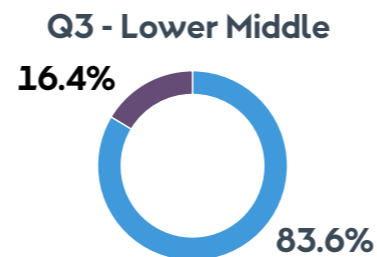
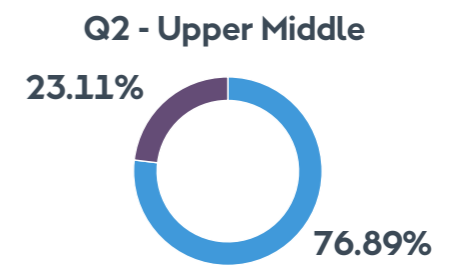
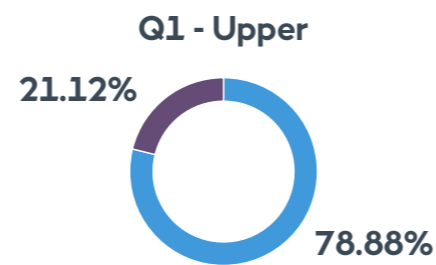
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## Gender pay gap 2022

**We've come a long way, and we're ready for the next steps in encouraging more women to Ørsted.**

Our Median gender pay gap is -5.63%, at the Mean is -0.15%. This shows that on average women are paid a small amount more than men however this is a very small difference, and essentially means there is no pay gap. This doesn't stop our work in diversity and inclusion.

Although, the reported bonus pay gap has slightly increased, this is due to a one off all company Covid bonus in 2021. The bonus gap of 2021 (without the COVID bonus) was 15.3% but in 2022 it was lower at 13.4%, this does mean our comparable bonus gap is decreasing. This is due to more women being eligible for performance bonuses, as they meet the eligibility criteria by being in their roles for longer.

A snapshot view in 2022, showed that women made up 24% of our total employees, consistent with the year before. We are continuing to focus our resources to attract a more diverse pool of strong applicants for our technical roles. Our vision, with our employees, is to create an inclusive working environment where all our colleagues can thrive. Our apprenticeship programme is an example of how we're encouraging more women into our wind turbine technician population.

Through the earning quartiles, the proportion of women is consistent with the overall % of women in the company, which shows a steady representation in each quartile. Our operations and construction teams make up a very significant proportion of our UK workforce, and these teams have been predominantly male across the industry.

In 2022, we saw increases in the representation of women in two of our quartiles with a slight decrease in our upper middle and lower quartile. We continue to focus on sponsorship and changes to the way we review performance to ensure our processes properly support the representation of women in senior roles. As of April 2022, women who are senior directors and above make up 21.4% of the group (up from 16.7% in 2021) and 30.6% of our people managers are women (up from 24.7% in 2021).

In summary, our pay gap has now reduced to a level at or around zero because women are proportionally represented through all quartiles of the pay scale. We need to ensure that this remains to be the case as we grow the overall proportion of women in our business towards our 40% ambition. We must also ensure that our bonus gap (when adjusting for special one off payments) continues to decrease as more women become eligible for long and short term performance related pay.

We are committed to building an inclusive culture and fully support the members of Ørsted's inclusion networks who are working to promote diversity and inclusion. These Ørsted networks continued to have an impact in the UK and include a focus on gender, LGBTQ+, disabilities, race, and ethnicity.

In summary, our reportable pay gap has been essentially eradicated, this is because women are represented evenly across all the pay quartiles in Ørsted UK. We still face challenges in increasing the overall proportion of women in the company from 24% to meet our gender ambitions of 40% by 2030; especially in the operations and construction part of the business which is a more male dominated industry.

**Duncan Clark**  
Head of Region UK and Ireland