

Restated Orsted Power (UK) Limited 2017 Gender Pay Gap

Why were there inaccuracies in our published data for 2017?

In April 2018, we posted our first UK gender pay gap results based on data taken from April 2017. It is important to note that we have restated our 2017 numbers. The revised figures show a median gender pay gap of -1.3% (unchanged) and a mean pay gap of 2.7% (previously 5.8%). A median bonus gap of 0.0% (previously 28.3%) and a mean bonus gap 17.2% (previously 22.6%).

Orsted Power (UK) Limited

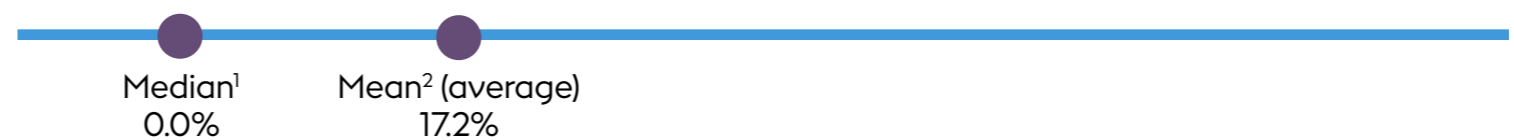
Gender pay gap

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



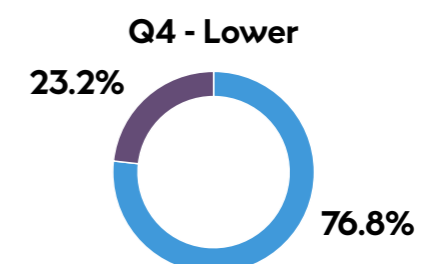
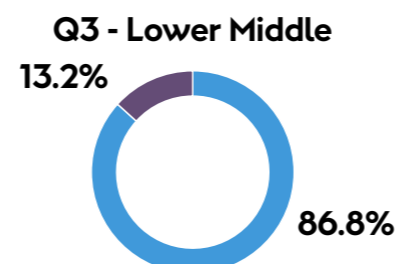
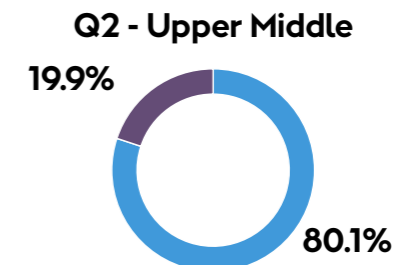
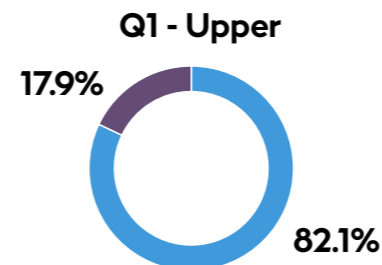
Proportion of those who received a bonus by gender



Pay quartiles

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

- Women
- Men



¹The figure that falls in the middle of the range of salaries when they are lined up by smallest to largest

²Sum of all employee salaries added together and divided by the number of employees