

Gender Pay Gap Report 2025



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Ørsted is one of the world's leading renewable energy companies and we have a bold vision: To create a world that runs entirely on green energy.

We know that won't be easy to achieve, that's why we firmly believe that having an inclusive and diverse workforce is fundamental to our success.

The energy industry has traditionally been a male-dominated field. But we recognise that diversity drives innovation, modernisation, and reflects the talent and balance in society that we need to tackle climate change and accelerate the green energy transition.

That's why we have a gender diversity target of at least 40% women across all of Ørsted by 2030, and we recruit and advance women from within our own ranks. For the period under review, women make up 35% of the total workforce in Ireland.

To meet our goal of 40% of the workforce being females by 2030, we recognise we need to attract more females to our company at all levels. To date we have been more successful at junior levels, where the results in Q4 – Lower quartile show a split of 56% / 44% of females to males.

In the coming years, as the junior team members progress through their careers, we hope to see the female to male split aligned with our 2030 goal of gender diversity. The flexible and hybrid working policies we have in place are hopefully enablers to meeting the goal.

For the period assessed (July 2024 to June 2025), the female to male ratio disimproves with seniority such that at the top quartile the split is 22% / 78% female to male. The consequences of this are reflected in the pay gap results.

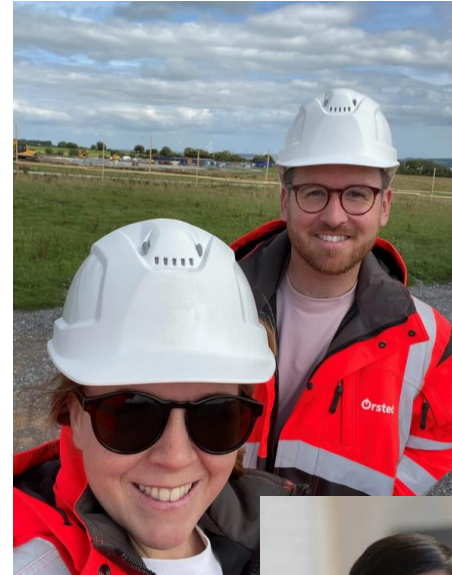
What is the Gender Pay Gap?

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

In 2022, gender pay gap reporting became a legal requirement in the Ireland. This was a very important step forward to ensure transparency about gender-based pay. The government requirement is that all companies with over 50 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 our Irish business.

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.



Reporting Metrics Overview

The table (right) sets out the hourly gender pay gap across a range of metrics as required by the Gender Pay Gap Information Act 2021. The data outlined in this table is based on the reporting period 27th June 2024 to 26th June 2025.



Total Employees	107
Gender Distribution	69 Male – 64.49% 38 Female – 35.51%
Bonus Gap	Mean: 49.1% Median: 57.5%
Percentage Receiving a Bonus	94% Male 82% Female
Percentage Receiving a Benefit in Kind	96% Male 90% Female

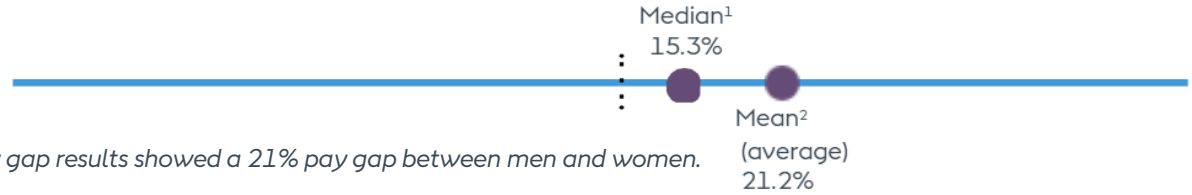
Ørsted Ireland

Gender pay gap

Defined as how much, on average, men earn more than women in Ørsted Ireland

Overall, for the 2024 to 2025 period, our gender pay gap results showed a 21% pay gap between men and women.

The gender pay gap is primarily driven by the proportionally higher number of males in senior positions where the ratio is near a 4 to 1 (male to female). In addition, a higher proportion of our female workers avail of the unpaid parental leave benefit which contributes to the gap between male and female.



Gender pay gap (part time)

Defined as how much, on average, men earn more than women in Ørsted Ireland



Gender pay gap (temporary worker)

Defined as how much, on average, men earn more than women in Ørsted Ireland



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

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

- In the line graphs, the three dots represent a transition point on the chart, showing where values shift from the negative side to the positive side

Ørsted Ireland

Bonus gender pay gap

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



Proportion of those who received a bonus by gender



Proportion of those who received Benefit in Kind by gender



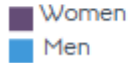
For Ørsted Ireland as a whole, eligibility for bonus is determined on career level, and for the review period 82% of women were paid a bonus, and 94% of men.

This is attributable to a number of factors (i) a significant number of temporary female employees joining the business recently, (temporary staff are not eligible for a bonus), (ii) our 2025 interns intake comprising 5 females (interns do not qualify for a bonus), and (iii) as we have increased the number of female new hires, and depending on start dates, some would not yet have received a bonus at the time of reporting data.

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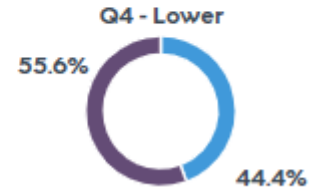
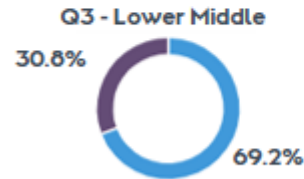
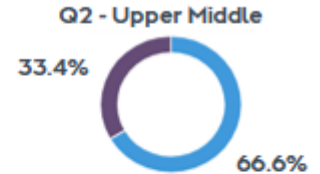
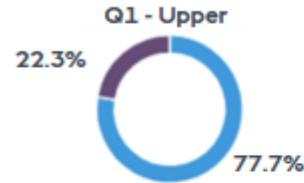
Pay quartiles

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



We are seeing improvements in the female to male ratios at more senior levels (Q2 and Q3 now showing a 33% and 31% respectively of females in these quartiles), but recognise further progress is required.

Across our pay quartiles, which are derived by splitting all employees in the organisation into four even groups according to their level of pay, we can see gender representation and pay levels at different levels of the organisation. The analysis confirms the historical bias of our industry being dominated by male profiles, but we take encouragement in the improvements we are making in terms of gender diversity at Q2, Q3 and especially Q4. In the coming years, as the junior team members progress through their careers, we hope to see the female to male split across all four pay quartiles aligned with our 2030 goal of gender diversity.



Ørsted Ireland

Our pay gap is above what we aspire to, we still have more work to do, and we are committed to driving change to improve this number. As a company we aim to recruit females into historically male dominated roles, coaching and developing females within the organisation into more senior roles, and monitor our progress. During the 2024-2025 reporting period, we successfully recruited 8 women and 7 males.

At Ørsted, our aim is to continue to influence positive change on diversity and inclusion within our company and the wider renewable energy industry. We strive to be an inclusive workplace where our people are respected for who they are, valued for their unique perspectives, and rewarded fairly for what they achieve.

As part of our overall commitment to equity, diversity, and inclusion, we support Ørsted IN, our global hub of inclusion networks. Our inclusion networks, such as Gender IN, Race and Culture IN, and LGBTQ+ IN, create safe spaces for different communities across our organisation.

Our overall percentage of women in the workplace is 35.5% which is a step towards meeting our 2030 of 40%. Through recruitment, we are focusing on bringing more females into our Engineering and Operational roles which are the parts of the business which tends to be predominately male-dominated.

2025 is our starting point for this report. Our intent is to commit to supporting professional development, promoting transparency, and continually review our internal policies to close the gender pay gap between men and women year-on-year.