



Orsted UK's overall 2021 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



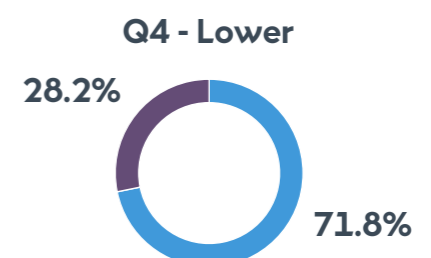
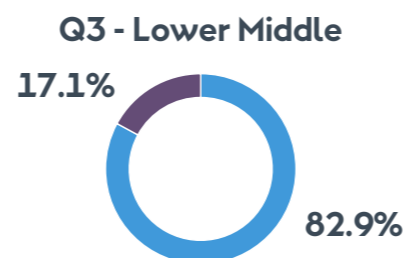
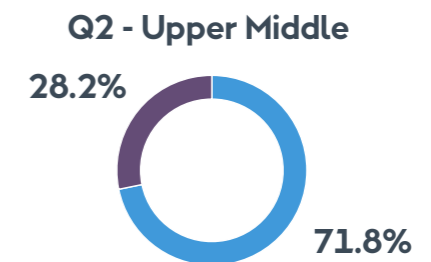
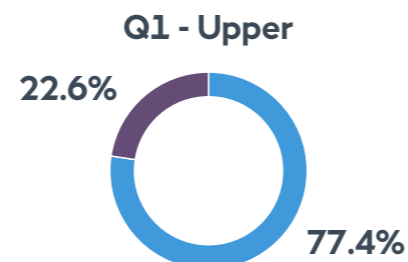
Proportion of those who received a bonus by gender



Pay quartiles

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

- Women
- Men



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

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

Orsted Power (UK) Limited 2021 Gender Pay Gap

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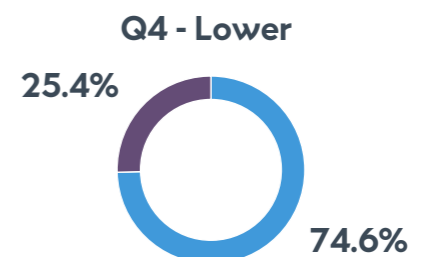
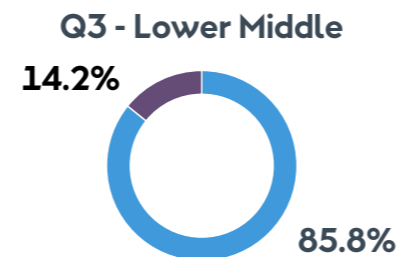
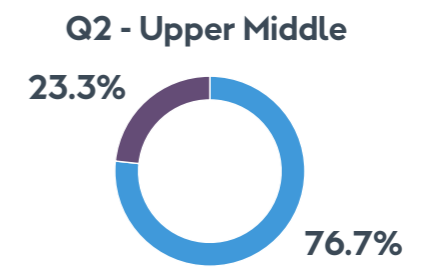
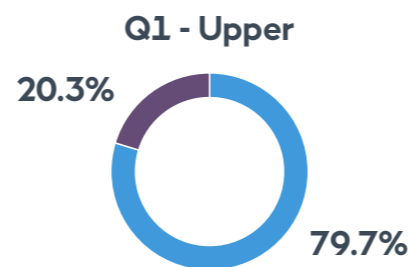
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Our gender pay gap

We're encouraged that 2021's figures show a clear improvement

Our Median gender pay gap sees women paid 4.5% more than men while, at the Mean, our female colleagues are paid 1.6% less than men. This Mean gap has decreased compared to the previous year (6.1%), and together with the natural variation, we are encouraged on the position where we currently are, on this figure.

Our bonus pay gap has also contracted. The Median bonus gap is 0% (previous year: 8.1%) and for the Mean the gap is 12.2% (previously 41.1%). This is due to several factors, including women being more evenly represented at levels where we have typically awarded a bonus. Further, in March 2021, all colleagues received a COVID bonus and this significantly increased the number who received a bonus while reducing the Median and Mean bonus.

Women in this 2021 snapshot made up 24.5% of our total employees, compared to 23.8% in 2020. We are focussing our resources on shifting the gender balance in technical roles and working hard to continue the recruitment of talent from all sectors of industry. 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.

In 2021, the year saw increases in the representation of women in three of our quartiles with a slight decrease in our lower quartile. We continue to focus on increasing representation of women in our most senior roles through sponsorship and changes to the way we review performance. Currently, women who are senior directors and above make up 16.7% of the group and 24.7% of our people managers are women.

In summary, the pay gap has reduced from last year. This is driven by two factors. Firstly, women are more evenly represented across all levels of the business and secondly, the opening of pension salary sacrifice in April 2021, has seen men contributing more to their pensions which artificially lowers reported salary.

The bonus gap has also reduced considerably since last year. This has been driven by more women in positions which attract annual bonuses and the COVID bonus that was paid to employees in March 2021.

We are committed to building an inclusive culture and fully support the more than 2,100 members of Ørsted's inclusion networks who are working to promote diversity and inclusion. These Ørsted networks continued to have strong participation in the UK and include a focus on gender, LGBTQ+, disabilities, race and ethnicity.

In 2021, Ørsted has taken steps to sustain and strengthen our progress in the future. Leaders went through training sessions around inclusion and allyship, and an Inclusion Summit. We also have shared our Inclusion e-workouts for all employees. These learnings are being applied to personalised action plans for change. This is being supported by an increase in data collection and reporting, alongside new guidance around how we can recruit more inclusively in the UK. We also continue to review and evolve our parental and carer leave offerings to support our changing world.

Duncan Clark
Head of Region UK