

# UK Gender Pay Gap Report 2024

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.



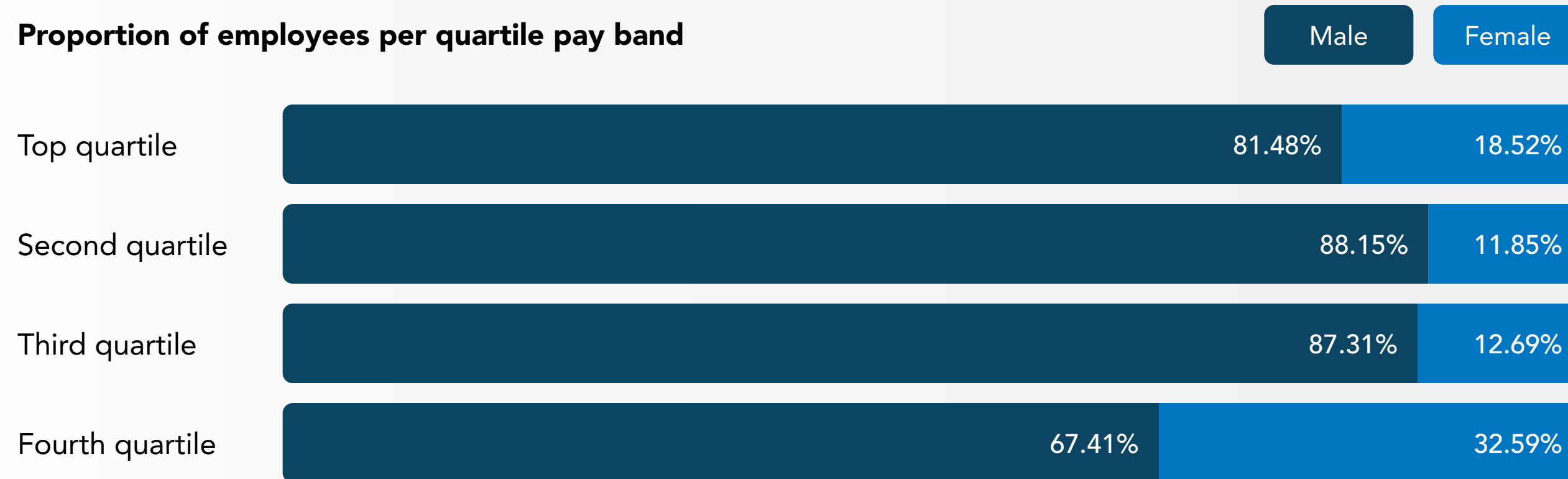
**KCA** DEUTAG

# UK Gender Pay Gap Results 2024

## Data snapshot as of 5th April 2024

KCA Deutag Drilling Limited comprises our UK North Sea rig operations as well as our UK corporate office. As per the legislation, we report as one single legal entity, with a total headcount of 595.

### Proportion of employees per quartile pay band



### Percentage of males and females receiving a bonus in 2024



### Gender pay gap results

Mean pay gap  
**7.35%**

Median pay gap  
**16.80%**

### Bonus pay gap results

Mean bonus gap  
**39.3%**

Median bonus gap  
**29.4%**

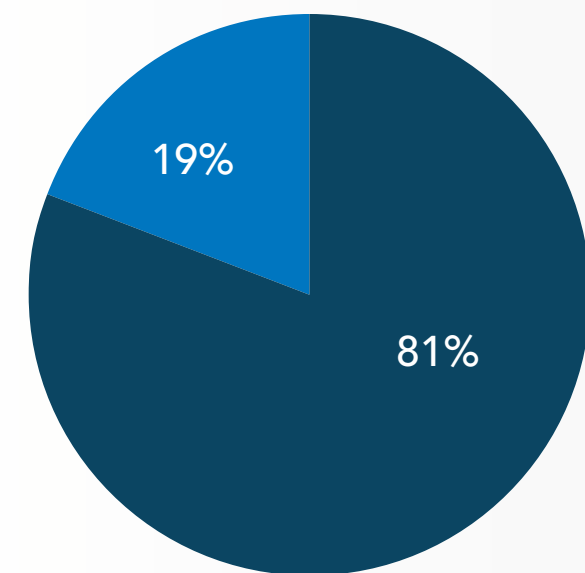
Mean is the 'average', derived from the sum of the numbers divided by the quantity of numbers.

Median is the 'middle' number in the sequence of numbers, listed from lowest to highest.

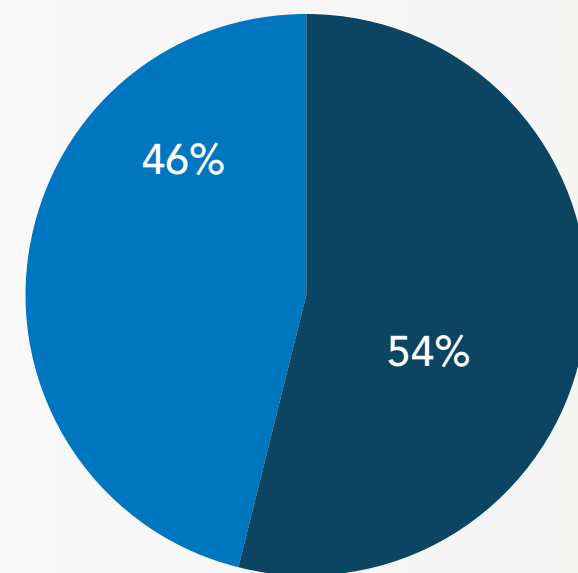
# Gender Balance at KCA Deutag

The gender split of our workforce at KCA Deutag is 19% female and 81% male. However, as we report both our UK head office and UK North Sea rig operations as one legal entity, this does not accurately represent the gender composition of our UK head office. Our UK North Sea rig operations make up most of our workforce and are predominately male dominated. However, if we look separately at our UK corporate head office, the gender split is more even.

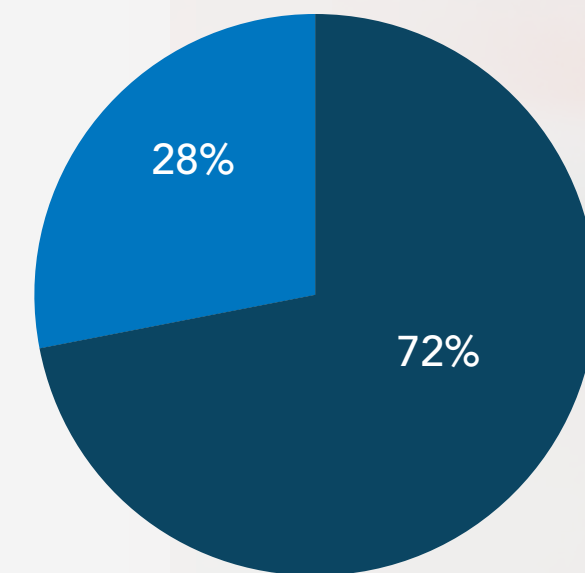
**Legal entity reporting gender split**



**Corporate office gender split**



**Executive team gender split**



Male Female



