



THE GLOBAL DRILLING  
SOLUTIONS COMPANY

# UK Gender Pay Gap Report 2025

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.

# UK Gender Pay Gap Results 2025

Data snapshot as of 5th April 2025

KCA Deutag Drilling Limited (an H&P company) comprises our UK North Sea (UKNS) 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 530.

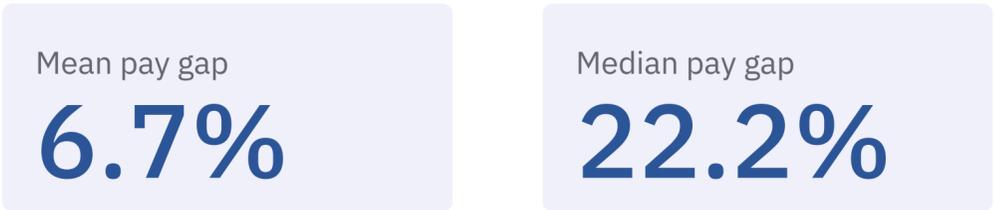
## Proportion of employees per quartile pay band



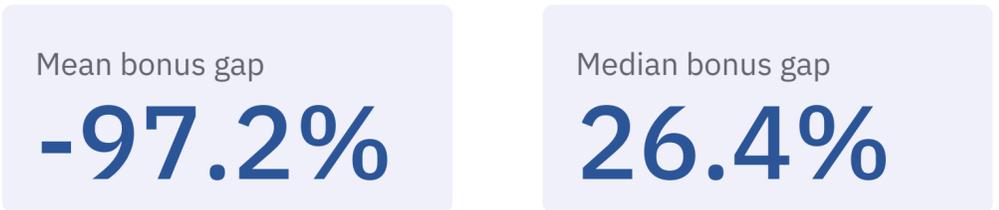
## Percentage of males and females receiving a bonus in 2025



## Gender pay gap results



## Bonus pay gap results



Following H&P’s acquisition of KCA Deutag in January 2025, a revised organizational structure was implemented. Consequently, the 2025 Gender Pay Gap Report reflects the departure of two male members of senior management, which had a notable impact on the 2025 results.

In addition, a reduction in UKNS headcount further influenced the outcomes.

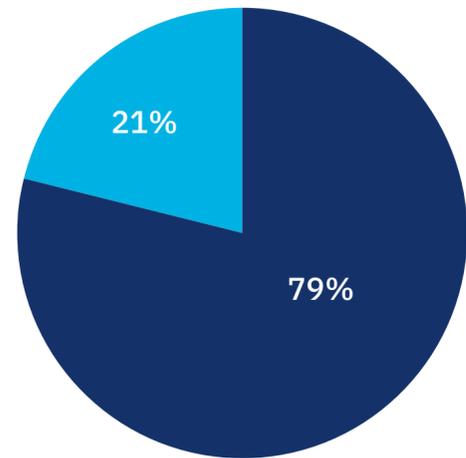
*Mean is the ‘average’, derived from the sum of the numbers divided by the quantity of numbers.*

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

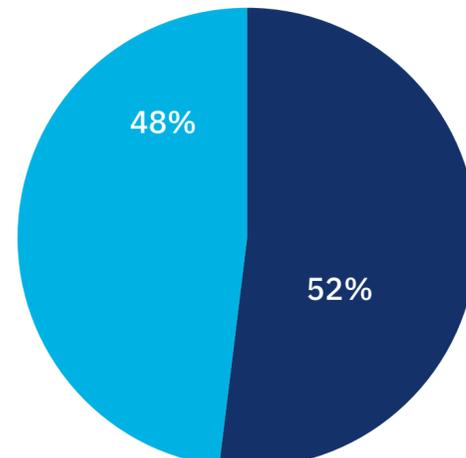
# Gender Balance at H&P

The gender split of our workforce at H&P is 21% female and 79% male. However, as we report both our UK corporate office and UK North Sea rig operations as one legal entity, this does not accurately represent the gender composition of our UK corporate 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 office, the gender split is more even.

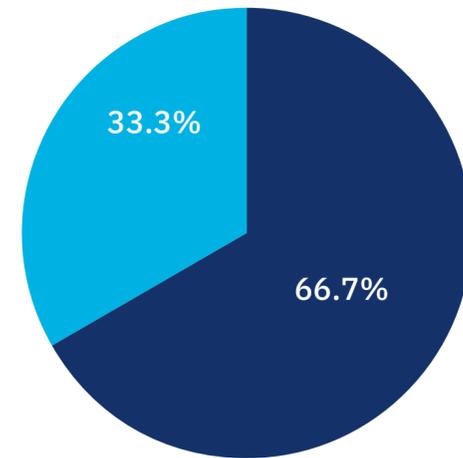
Legal entity reporting gender split



Corporate office gender split



Executive team gender split



Male Female



