

Equinor UK Limited Gender Pay Gap report 2020

Equinor in the UK has today published its gender pay gap results for the fourth year in line with the government's Gender Pay Gap regulations introduced in April 2017.

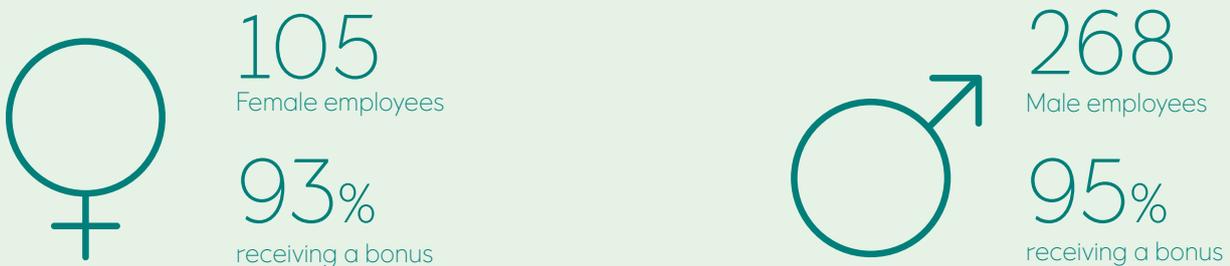
As required by government regulation for gender pay reporting, in addition to reporting data for Equinor UK Limited, with 373 employees, we also voluntarily publish figures from Equinor Production Limited, with 230 employees. This represents a complete overview of Equinor's activities in four locations across commercial, commodity trading, onshore/offshore business areas and corporate functions.

Median Pay Gap for Equinor UK is positive for women

Median Bonus Gap for Equinor UK and Equinor Production is positive for women

The breakdown below provides a more detailed representation of the company's gender demographics.

Equinor UK Limited gender pay gap



	Mean*	Median**
Gender Pay Gap	8%	-9%
Bonus Pay Gap	47%	-4%



*Mean pay: a comparison of the average pay/bonus for a woman and the average pay/bonus for a man

**Median: a comparison of the "middle pay" for a woman of all pay/bonus amounts were sorted from low to high and the "middle" pay/bonus amounts for a man.

Equinor Production UK Limited gender pay gap



40

Female employees

98%

receiving a bonus



190

Male employees

94%

receiving a bonus

	Mean*	Median**
Gender Pay Gap	8%	0%
Bonus Pay Gap	2%	-6%

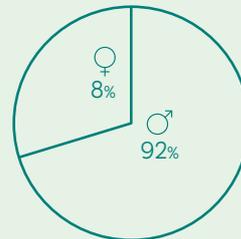
Top quartile



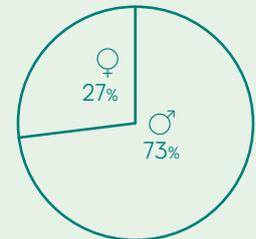
Upper middle quartile



Middle quartile



Lower quartile



In Equinor UK we are committed to driving gender equality and inclusion across our business so that we make better business decisions and work to our full potential. We work hard to strengthen our organisation to reflect the communities and customers we serve, aligned with our values of being open, collaborative, courageous and caring.

Our 2019 Gender Pay Gap report signalled progress in narrowing the pay gap. Our 2020 report continues that theme and supports that Equinor UK is focused on introducing adjustments to how we attract, select, develop, and equally reward employees. In 2020, Equinor welcomed five female graduates. As part of our ambitions in Renewables, Equinor supports sector action to support offshore wind commitments to increase diversity in the workforce with an ambition of 40 per cent women employed in the sector by 2030.

From 2019 we introduced changes to variable pay, providing greater transparency of our bonus structures and target levels by job grade. In 2020 we have strengthened equal pay evaluation as part of Equinor's annual salary review process, addressing any gender based pay parity.

We acknowledge the need to address female representation at all levels in our Operations and Commodity Trading businesses, and senior representation across all Equinor UK business areas. Changes we are confident will be visible in future reporting.

Declaration

We confirm that Equinor UK Limited gender pay gap calculations are accurate and meet the requirements of the Regulations

Bente Hovland

Signed by Bente Hovland, Managing Director Equinor UK Limited