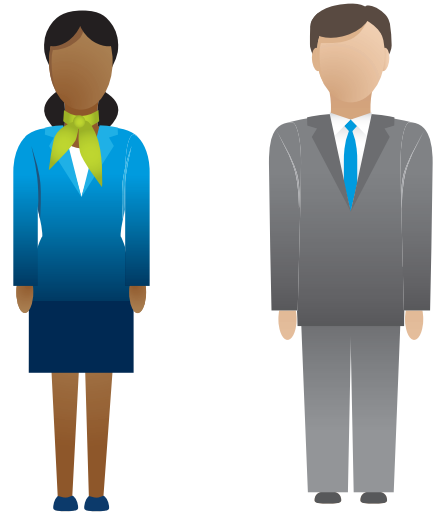


GENDER PAY GAP REPORT 2023

Bilfinger UK Limited

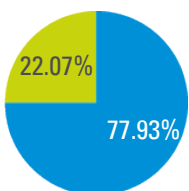
Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Mean Gender Pay Gap	25.37%
Median Gender Pay Gap	28.65%
Mean Bonus Gender Pay Gap	-22.78%
Median Bonus Gender Pay Gap	50.67%

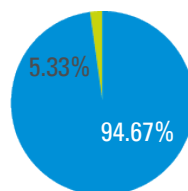


The proportion of males / females in each quartile pay band is as follows:

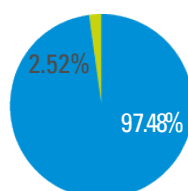
Lower Quartile



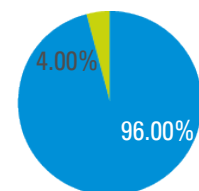
Lower Middle



Upper Middle

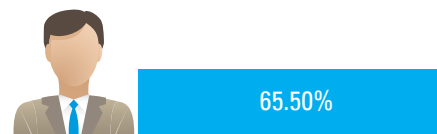
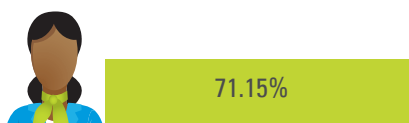


Upper Quartile



■ Male ■ Female

Proportion of employees receiving a bonus:



Alison Porter, HR Director, Bilfinger UK Limited
February 2024