

Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Gender Pay Gap Reporting – Transocean Onshore Support Services Limited (TOSSL)

As of 5th April 2018, the only Transocean entity which fell within the scope of the Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the “Gender Pay Gap Regulations”) was Transocean Onshore Support Services Limited (TOSSL), the entity employing the UK onshore and UK offshore workforce during this period.

Changes from 2017 to 2018: Transocean’s gender pay gap figures for 2018 are not comparable with figures from the previous year due to its changing entity structure. At the last snapshot date in 2017 Transocean was previously required to report under Transocean North Sea Limited, the entity employing its UKCS offshore workforce. Since the 2017 snapshot date, Transocean’s UKCS offshore workforce were moved to a different employing entity (TOSSL). This entity is also the main employing entity of the onshore workforce which has resulted in the difference between the 2017 and 2018 figures.

Below is a report for the snapshot of TOSSL as of 5th April 2018.

- Mean Gender Pay Gap: 24.2%
- Median Gender Pay Gap: 32.4%
- Mean Gender Bonus Gap: 54%
- Median Gender Bonus Gap: 79%
- Proportion of Males Receiving Bonus: 29%
- Proportion of Females Receiving Bonus: 91%
- Proportion of Males & Females in Each Quartile: as per the table below

	MALES	FEMALES
Lower Quartile (Pay Band A)	83%	17%
Lower Middle Quartile (Pay Band B)	97%	3%
Upper Middle Quartile (Pay Band C)	97%	3%
Upper Quartile (Pay Band D)	95%	5%

The figures set out above have been calculated using the standard methodologies used in the Gender Pay Gap Regulations. Gender Pay Gap is calculated by taking an



average of all male or female employees across the organisation, and as such is not the same as equal pay.

Definition of mean and median: The mean figure involves adding up all the figures (calculated in accordance with the Regulations) and dividing the result by the number of employees. Mean can be described as the average. The median involves listing all of the figures (calculated in accordance with the Gender Pay Gap Regulations) in numerical order and then identifying the mid-point. Median can be described as the mid-point.

Mean Gender Pay Gap: The mean gender pay gap of TOSSL as of the snapshot date of 5th April 2018 was 24.2%.

Median Gender Pay Gap: The median gender pay gap of TOSSL as of the snapshot date of 5th April 2018 was 32.4%.

The mean and median gender pay gap results for this snapshot date arise due to the current demographics within Transocean's workforce in the UK. The combined workforce of onshore and offshore workers consists of 93% male employees and 7% female employees. A predominantly male workforce is not unusual across the oil and gas industry. At the snapshot date, the offshore workforce consisted of less than 1% female employees.

Transocean is confident that its mean and median gender pay gaps do not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. Transocean has pay structures in place which ensure roles at equivalent levels are paid equally irrespective of gender.

Bonus Gap and Proportion receiving Bonus: The mean gender bonus gap and the median gender bonus gap as of the snapshot date were 54% and 79% respectively.

The mean and median bonus gap is due to Transocean's internal compensation and benefit plans, where eligibility is determined by position. Bonus calculations include management and staff bonus plans plus long-term incentive plans. Long-term incentive plans are typically associated with senior management roles with more males occupying these positions resulting in the mean and median gender gap results.

For this period, 34% of the workforce received a bonus payment; 29% of males received a bonus payment and 91% of females received a bonus payment within the 12 months preceding the snapshot date.



Transocean has a compensation and benefit structure which is market aligned to ensure competitiveness.

Proportion in each Quartile Pay Band: The pay quartiles show the percentage of men and women in each group. The table depicting pay quartiles by gender is reflective of the company gender distribution whereby there are more males in technical occupations attracting higher rates of pay and more females in business support functions.

Transocean conducts its business in accordance with its Code of Integrity and Shared Values to ensure every aspect of its business meets Transocean's highest ethical standards. Transocean's policies, procedures and Shared Values ensures equal opportunity in employment decisions, including, but not limited to recruiting, hiring, developing, promoting and compensating.

I certify that the above information is a true and accurate statement.

Signed A Hay



For and on behalf of Transocean Onshore Support Services Limited

1 April 2019

