

National Oilwell Varco UK Limited | Gender Pay Gap Report

This report reflects a snapshot of data as of April 2025.

Our Company

National Oilwell Varco (NOV) delivers technology-driven solutions to empower the global energy industry. For more than 150 years, NOV has pioneered innovations that enable its customers to safely produce abundant energy while minimizing environmental impact. The energy industry depends on NOV's deep expertise and technology to continually improve oilfield operations and assist in efforts to advance the energy transition towards a more sustainable future. NOV powers the industry that powers the world. NOV employs about 30,000 people and operates in 61 countries.

We are a global family of thousands of individuals, working as one team to create lasting impact for ourselves, our customers, and the communities where we live and work. We take responsibility for each other and our company's future, knowing that personal ownership leads to broader success.

We believe in purposeful innovation because we see what others do not and we act. Through business innovation, product creation and service delivery, we are driven to power the industry that powers the world better.

We believe in service above all since our singular goal is to move our customers' business forward. This drives us to anticipate our customers' needs and work with them to deliver the finest products and services on time and on budget.

National Oilwell Varco UK Limited are the employing entity for approximately 1,900 employees in the United Kingdom. The workforce includes onshore and offshore roles across a wide variety of functions. The company has 27 facilities across the UK, with 9 of these in the Aberdeen area providing a base work location for around one third of our workforce. Large manufacturing facilities are located in Manchester.

Our key findings

We remain an organization that has a significantly high population of males engaged in offshore, manufacturing and engineering roles which, aligned with our industry, has a heavy bias towards male incumbents. Evidence suggests that the pay gap across NOV is due to the lower representation of female employees in our core roles.

NOV is confident that our gender pay gap is not driven by unequal pay disparities and is indeed reflective of the uneven distribution of our male and females in specific roles. This is indicative of the traditionally male-dominated oilfield services industry in which we operate.

The overall headcount of NOV UK has decreased by 0.8% from 2024 to 2025; however, as a percentage of the total headcount female representation has slightly decreased from 15.9% in 2024 to 15.3% in 2025.

NOV has pay structures and role levelling programs that ensures equal pay irrespective of gender.

The Mean gender pay gap has narrowed year over year from 21.53% in 2024 to 20.92% in 2025. At the same time, the Median pay gap has increased from 14.04% in 2024 to 15.0% in 2025 (0.96%). The Company continues to seek new avenues to attract females into historically male-dominated fields.

NOV job architecture and market data were utilized more this year, resulting in more aligned job levels across the business than the previous year. We have seen an increase of 1.9% of the proportion of both males and females receiving bonuses from 55.26% in 2024 to 56.35% in 2025. This is mainly due to the male to female bonus eligibility, attainment of financial performance metrics and attrition.

Looking ahead

NOV continues to focus on identifying and recruiting diverse talent to help balance pay gap disparities. More broadly, by increasing organizational awareness and promoting diversity, our core values inspire us to cultivate an inclusive culture throughout our entire global family.

Katerina Barsukova

Director Human Resources, Europe, RCIS



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Our results

2,005 employees

Male **Female**
84.68% **15.32%**

Gender pay gap
Mean gap **20.92%**
Median gap **15.00%**

Gender bonus gap
Mean gap **51.23%**
Median gap **56.35%**

Proportion of workforce receiving a bonus payment (in 12 months prior to snapshot date)
Male **32.29%**
Female **43.51%**

Proportion of males and females in pay quartiles

Quartile	Male	Female
Lower	74.6%	25.4%
Lower middle	88.0%	12.0%
Upper middle	85.3%	14.7%
Upper	90.7%	9.3%

Our commitment to addressing the gap

- Establish internal networks to promote inclusivity.
- Continue to communicate our policies and benefits which promote an inclusive culture.
- Expand the apprenticeship levy to be more inclusive outside of the blue -collar roles.
- Work across our business to ensure all opportunities for learning and development are available to everyone.
- Continue to utilize tools that support job levelling and compensation activities.
- Refine recruitment processes and goals to reduce/remove gender bias

