



ENSCO SERVICES LIMITED – Gender Pay Gap Report

As per The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees in the United Kingdom are required to report on their gender pay gap. During the qualifying period up to 5th April 2025, Valaris Limited was the parent company of only one such entity, ENSCO Services Limited, which employed approximately 917 employees, of which 849 (92.6%) were working offshore on Mobile Offshore Drilling Units and 68 (7.4%) employees were working onshore. The below report has been prepared in accordance with the Gender Pay Gap Reporting requirements as outlined in the 2017 Regulations.

Gender Pay Gap 2025

Mean Gender Pay Gap	2025
The mean gender pay gap:	10.7%
The mean gender pay gap is the difference between the average hourly rate among female employees in comparison to the average hourly rate among male employees.	

Median Gender Pay Gap	2025
The median gender pay gap:	18.3%
The median gender pay gap is the difference between the midpoint hourly rate of female employees in comparison to the midpoint hourly rate of male employees.	

Mean Bonus Gender Pay Gap	2025
The mean bonus gender pay gap:	1.1%
The mean bonus gender pay gap is the difference between the average of bonuses paid to female employees in comparison to the average bonuses paid to male employees.	

Median Bonus Gender Pay Gap	2025
The median bonus gender pay gap:	(2,872.2%)
The median bonus gender pay gap is the difference between the mid-point of bonuses paid to female employees in comparison to the mid-point of bonuses paid to male employees.	

The proportion of males and females receiving a bonus payment:	2025
The proportion of males receiving a bonus payment:	16.5%
The proportion of females receiving a bonus payment:	59.4%
The proportion of male and female employees who were paid a bonus.	

The proportion of males and females in each quartile pay band	Male	Female
Lower Quartile	93.4%	6.6%
Lower Middle Quartile	96.9%	3.1%
Upper Middle Quartile	97.4%	2.6%
Upper Quartile	98.3%	1.7%
The proportion of male and female employees in each quartile pay band.		

I certify that the above information, as required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is accurate.

Colleen Grable
Vice President Chief Human Resources Officer

Forward-looking Statements

Statements contained in this report that are not historical facts are forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Exchange Act. Forward-looking statements include words or phrases such as "anticipate," "believe," "estimate," "expect," "intend," "likely," "plan," "project," "could," "may," "might," "should," "will" and similar words and specifically include statements that are aspirational or reflective of our views about future performance and our expectations, plans, or goals related to corporate responsibility, hiring practices, composition of our employees, company policies, business, and other risks and opportunities. The forward-looking statements contained in this report are subject to numerous risks, uncertainties and assumptions that may cause actual results to vary materially from those indicated. You should also carefully read and consider "Item 1A. Risk Factors" in Part I and "Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations" in Part II of our most recent annual report on Form 10-K, which is available on the SEC's website at www.sec.gov or on the Investor Relations section of our website at www.valaris.com. Each forward-looking statement speaks only as of the date of the particular statement and we undertake no obligation to update or revise any forward-looking statements, except as required by law.