

Gender Pay Gap Reporting April

**2025**

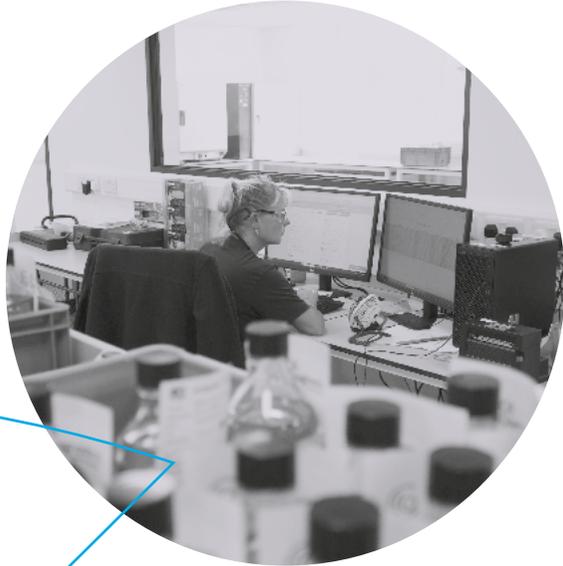


This is EA Technology Limited's first year of statutory gender pay gap reporting, as the organisation exceeded 250 employees for the first time in April 2025. The report is published in line with statutory requirements within 12 months of the snapshot date.

## Gender Pay Gap

At EA Technology, we aim to provide a work environment in which everyone is treated fairly and with respect. Monitoring our gender pay data and understanding the factors that contribute to the differences is one way we can do more to build an inclusive and diverse culture. This in turn fosters innovation and creativity and helps to deliver better business performance.





## What is the Gender Pay Gap?

The gender pay gap measures the earning difference between men and women across an organisation by expressing women's pay as a percentage of men's pay. When calculating the difference in average earnings, the gender pay gap takes into account all jobs, at all levels and all salaries within a business. This means the gender pay gap can be influenced by many different factors, including the demographics of a company's workforce. Collecting and reporting data on gender pay will help inform businesses and wider society in tackling the issue.

## The Gender Pay Gap is different from equal pay

Equal pay is about men and women receiving equal pay for the same or similar job. We are confident that men and women working for EA Technology Limited are paid equally when doing the same job. However, the greater proportion of men than women in more senior roles and being part of an industry that has historically attracted more men results in us having a gender pay gap when we compare the overall average pay and bonuses for women and men. This gap reflects the unequal distribution of men and women across the business. It is not because of the pay policies and practices we have in place.





## Mean & Median Pay Gaps

The mean gender pay gap is the difference in the average hourly pay for women, compared to men, within an organisation.

The median represents the middle point of a group of people. If the company's workforce was arranged in a separate list of female and male employees, in order of pay from highest to lowest, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

## The Gender Pay Gap Our results

These results are based on our people data as at **5th April 2025**.

### The Gender Pay Gap

Mean (average)

**21.1%**

Median (middle)

**17.9%**

### The Bonus Gap

Mean (average)

**23.5%**

Median (middle)

**11.7%**

(A positive % score indicates how much higher male pay/bonus is compared to female pay/bonus in the company).





## Proportion of employees receiving a bonus for performance year 2023/24

Male 90.9%

Female 92.0%

This is calculated according to the number of males and females who received a bonus in the 12 months ending on **5th April 2025**.

## Proportion of employees in each pay quartile band

The figures in the following charts are derived by ranking all male and female employees from the highest hourly rate of pay to lowest hourly rate of pay and then dividing them into four sections (quartiles) with an equal number of employees in each section (ensuring that those with the same hourly rate of pay are distributed evenly by gender where they cross the quartile boundaries).

Pay Quartile	Males	Females
Upper	85.1%	14.9%
Upper Middle	71.6%	28.4%
Lower Middle	67.2%	32.8%
Lower	49.3%	50.7%



## Understanding the pay gap

The company operates in the energy sector which is traditionally a male-dominated industry and this is reflected in our workforce where 68% were male and 32% were female as at 5th April 2025.

EA Technology Limited's analysis supports the view that underrepresentation of women in highly skilled and highly paid roles is the key reason for its gender pay gap.

The challenges faced by EA Technology Limited and similar organisations in attracting women from a limited engineering talent pool will need to be supported by many industries and include educational establishments (such as schools, colleges and universities) and this combined approach will benefit the UK economy.

As such, encouraging more women to pursue careers in the engineering and technology sectors is a significant challenge across industry in the UK.



## The gender pay gap

# Next steps

Closing the gender pay gap remains a challenge for many organisations, and we are committed to addressing this imbalance within our business. We will continue to maintain and, where appropriate, enhance our inclusive recruitment practices. We will also support flexible working arrangements that reflect different career and lifestyle choices, provide leadership coaching and support, and work with local schools and colleges through our CSR activities to encourage more females to pursue STEM subjects.

The disparity in gender representation is an ongoing, industry-wide issue, particularly within engineering and technology in the UK. We recognise this context and will continue to play our part in addressing the challenge.



**Nik Everatt**

Chief People Officer, EA Technology Ltd.

March 2026

