



GENDER PAY GAP REPORT

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The energy transition is the defining infrastructure challenge of our lifetimes. Meeting it will require not just capital and technology, but people; some of whom will be doing jobs that already exist, some of whom will be doing new jobs that we aren't even aware of yet, all of whom will have to be drawn from the widest possible talent pool. The gender pay gap figures in this report are a reminder of how far our industry still has to go in building that workforce. Our gap is structural. It reflects decades of underrepresentation of women in technical and operational roles across the construction and energy sectors. This is a pattern we share with the industry as a whole, and one that will not be corrected quickly. What we can control is the consistency and honesty with which we pursue change, and the quality of the foundations we put in place.

Two of our recent commitments reflect this intent. As Gold Patrons of Blackburn Youth Zone, local to our headquarters at Century House, we are working directly with young people in our community to open up STEM careers that many would not otherwise encounter. We are also proud to have been a Challenge Setter this year with Powering Futures, connecting our business to the next generation of talent in schools across Scotland and providing students with a real-life problem from our industry to solve. Neither initiative will move our figures in the short term, but they are investments in the pipeline that will eventually change them. We will continue to report on our progress honestly, including where the data reflects movement that we need to address. That is the standard we hold ourselves to.

CÉCILE PARKER | CFO

Closing the gender pay gap in a sector like ours requires a long-term commitment to who we recruit, how we develop them, and whether we retain them. Our earn and learn programme, encompassing apprenticeships, graduate schemes and structured development pathways, is central to that strategy. As a member of the 5% Club, we are committed to growing our workforce year on year.

The honest position is that our current intake remains predominantly male. The pipeline challenge starts well before recruitment - in schools, in subject choices, and in perceptions of what a career within the renewable/energy services sector looks and feels like. We are working to address that through our partnerships and through active engagement with over 30 universities and colleges across the UK. But the demographic composition of our earn and learn cohort is a key focus and we will report on progress against it

in future reports. Alongside this, we see real opportunity in broadening the pathways through which women first encounter our industry. This includes expanding our outreach activities, spotlighting female role models across the business, and working with industry bodies to demystify technical careers for young women.

Focusing over the next 12 months on strengthening mid-career entry routes through more targeted recruitment, the promotion of our returners programmes, and the development of mentoring networks, should create meaningful inroads for women transitioning into the renewables and energy services sector. Our aim is to build a stronger, more visible pipeline of female talent and to ensure that those who join us have every opportunity to thrive.

Building a more representative intake is not just the right thing to do. For a business growing its asset base and



technical capability, it is a practical necessity.

ELLA STOKES | PEOPLE & HR DIRECTOR



Introduction and Terminology

We operate in a sector where the majority of technical, operational and engineering roles have historically been filled by men. This structural reality is the primary driver of our gender pay gap, and it is important our figures are understood in that context. We are committed to reporting transparently. The figures in this report are statutory, calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and reflect our workforce as of 5th April 2025.

MEASURES

There are six calculations that show the difference between the average earnings of women and men in Vital Energi:



Median bonus pay



Median gross hourly rate of pay



Proportion of males/females in hourly rate of pay quartiles



Mean bonus pay



Mean gross hourly rate of pay



Split of bonuses in the last 12 months

(before the snapshot date of 5th April 2025)

Median pay gap

The median pay gap is the difference in pay between the middle-ranking woman and the middle-ranking man. If all parties were placed on two lines (male and female), in order of salary, the median pay gap will be the difference in salary between the woman in the middle of her line and the man in the middle of his line.

Mean pay gap

The mean pay gap is the difference between Vital Energi's total salary spend-per-woman versus that of total salary spend-per-man. The number is calculated by taking the total salary bill for each group and dividing it by the number of employees employed by Vital Energi on the relevant snapshot date.



Statutory Pay Gap Figures

Hourly Pay

Vital Energi's figures are reporting on 717 full-pay relevant employees on 5th April 2025, up from 653 in April 2024. Over the same period, the female headcount grew from 111 to 125. Women accounted for approximately 22% of net new hires over the period, ahead of their current share of the workforce, moving overall female representation from 17% to 17.4%. The mean pay gap has widened marginally from 26.3% to 28%, reflecting the continued concentration of women in lower and middle pay quartiles. As we focus on growing female representation in our apprenticeship and graduate intake, this pattern is expected to persist in the near term, before improving as those cohorts progress through their career journeys.

Bonus Pay

The proportion of women receiving a bonus increased from 20% to 21.4% in 2025, whilst the proportion of men receiving a bonus increased from 10.5% to 13.3%. Women are therefore more likely to receive a bonus than men at equivalent participation levels, which reflects the broader distribution of bonus-eligible roles across the workforce rather than any differential treatment by gender.

The mean and median bonus gaps are wider than in the previous year. This is not a reflection of unequal bonus treatment for equivalent roles. Bonus values at Vital Energi are linked to seniority, and the gap reflects the fact that the higher-value bonus opportunities are concentrated in senior roles where, as the quartile data confirms, women remain underrepresented. As female representation in the upper quartiles grows, the bonus gap should narrow accordingly.



HOURLY PAY GAP

28.0%

MEAN PAY GAP
Women earn 72p per £1

38.2%

MEDIAN PAY GAP
Women earn 62p per £1

BONUS PAY GAP

51.4%

MEAN BONUS GAP
Women's mean bonus lower

64.5%

MEDIAN BONUS GAP
Women's median bonus lower

A further factor influencing the change in bonus recognition relates to our decision to transition these values into employees' base salaries. Previously, these amounts were linked to performance-related or achievement-based criteria that could vary depending on ad-hoc parameters. By consolidating them into fixed salaries, we aimed to enhance fairness, transparency, and consistency across our reward practices, ensuring that all employees benefit from a more stable and equitable approach.

Bonus Summary		
Measure	April 2025	April 2024
Mean bonus pay gap (women's bonus lower than men's)	51.4%	31.4%
Median bonus pay gap (women's bonus lower than men's)	64.5%	32.0%
Proportion of men receiving a bonus	13.3%	10.5%
Proportion of women receiving a bonus	21.4%	20.0%



Pay Quartiles

Year-on-Year comparison (2023 - 2025)

Female representation stands at 7.8% in both the upper and upper middle quartiles. With fewer than 30 women across these two quartiles combined, year-on-year percentage movements are sensitive to individual headcount changes and should not be read as indicative of directional progress or regression. The difference between one year and the next may reflect no more than one or two individuals moving between bands, leaving the business or being excluded from the cohort because of sickness absence or parental leave.

What the figures do demonstrate, across 2023, 2024 and 2025, is that female representation in the upper half of the pay structure has remained stubbornly low, in the range 7-9%, and that there has been no material structural improvement over the period. In the lower half of the pay structure, the picture is clearer. Lower middle quartile representation increased marginally from 17.8% to 18.4%, and lower quartile



The figures below show the proportion of men and women in each pay quartile. Quartiles are calculated by ranking all employees from highest to lowest paid and dividing into four equal groups.

Top Quartile

92.2% Men | 7.8% Women



Upper Middle Quartile

92.2% Men | 7.8% Women



Lower Middle Quartile

81.6% Men | 18.4% Women



Lower Quartile

64.4% Men | 35.6% Women



representation from 34.8% to 35.6%. Both movements are consistent with female new hires joining at the lower end of the pay scale. This is reflective of our deliberate strategy to address the industry-wide skills shortage by focusing on recruiting younger staff (primarily through our apprenticeship and graduate schemes) and developing them into the talented and skilled workforce we need to deliver the low carbon energy infrastructure the UK needs. As a business operating at the intersection of multiple technologies, we are building technical capability for the long term. A more diverse workforce is not incidental to that ambition; it is essential to it. The skills shortage facing our sector cannot be solved by drawing from half the available talent pool.

Quartile	2023	2024	2025
Top	6.8%	8.6%	7.8%
Upper Middle	7.5%	6.7%	7.8%
Lower Middle	17.8%	17.8%	18.4%
Lower	30.6%	34.8%	35.6%

Actions

In line with the Employment Rights Act 2025, we are developing a formal Equality Action Plan for publication alongside our Gender Pay Gap Report for 5th April 2026 snapshot date. Progress against the specific actions we are taking to address our pay gap will be reported in our FY25-26 Annual Report, which will be published by 31st October 2026. In the interim, our apprenticeship and graduate programmes, our partnerships with organisations such as Blackburn Youth Zone and Powering Futures, and our commitment to the 5% Club reflect the foundations on which that plan will be built.

Declaration

We confirm that the data published in this report has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We can confirm that the information and data provided within is accurate as of 24th March 2026.