



OMEXOM

Gender Pay Gap Report 2025



INTRODUCTION

At Omexom, we are committed to people and success, recognising that our organisation performs at its best when people and performance progress together. Our success is driven by the capability, commitment and expertise of our people, and creating an environment where everyone has the opportunity to develop and progress is embedded in our values and culture. Transparency in areas such as gender pay gap reporting helps us to understand where progress is being made and where further action is needed to support a more balanced and inclusive workforce.

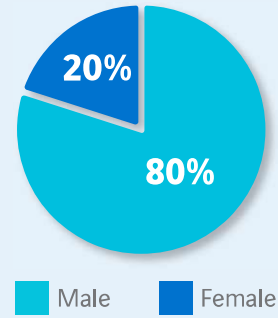
While only our Powerteam Electrical Services (UK) Ltd entity is required to publish a statutory Gender Pay Gap report, we have proactively monitored our gender pay gap across the wider organisation since 2022. This reflects our belief that understanding our data is essential to driving meaningful and sustainable change.

We recognise that improving gender balance in a traditionally male dominated sector is a long-term challenge. Whilst progress will take time, we are encouraged by the improvements we have made to date and remain committed to creating an environment where women are attracted to the industry, supported to develop their careers and able to progress into senior roles.

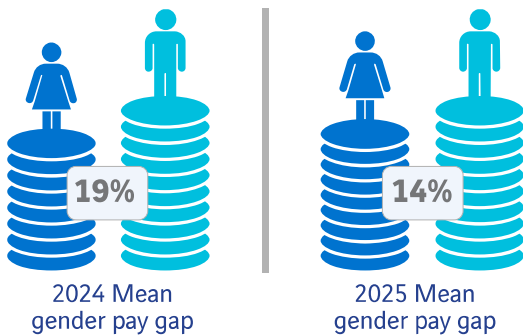


GENDER PAY GAP RESULTS

Our gender diversity mirrors the wider industry, which continues to be male dominated. Women remain underrepresented across the organisation, particularly in senior and technical roles.



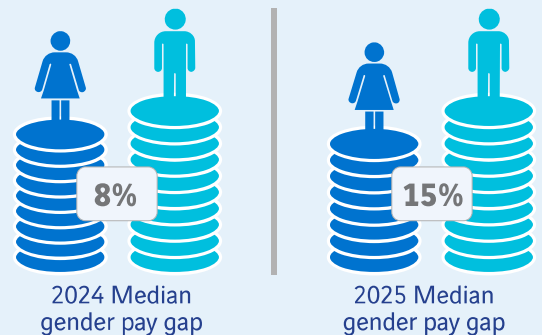
Mean Result



Our 2024 report confirmed a mean gender pay gap of 19%. In 2025, our mean gender pay gap has reduced to 14%, representing a clear improvement. We believe this reduction reflects the impact of our continued focus on attracting, developing and retaining female talent across all levels of the organisation, despite operating within an industry where gender imbalance remains a longstanding challenge.

Our median gender pay gap in hourly pay is 15%, which represents an increase compared to 2024. Median measures are particularly sensitive to changes around the midpoint of the pay distribution and can fluctuate from year to year as workforce composition changes. This movement reflects the ongoing underrepresentation of women in senior and technical roles, combined with normal workforce movements during the reporting period. While this indicates that progress has not yet been realised evenly across all levels, it does not reflect unequal pay for equal work.

Median Result



On average, women earn 86p for every £1 earned by men at Omexom, representing an improvement compared to 2024. At the midpoint of hourly pay, women earn 85p for every £1 earned by men, indicating that a gender pay gap remains.

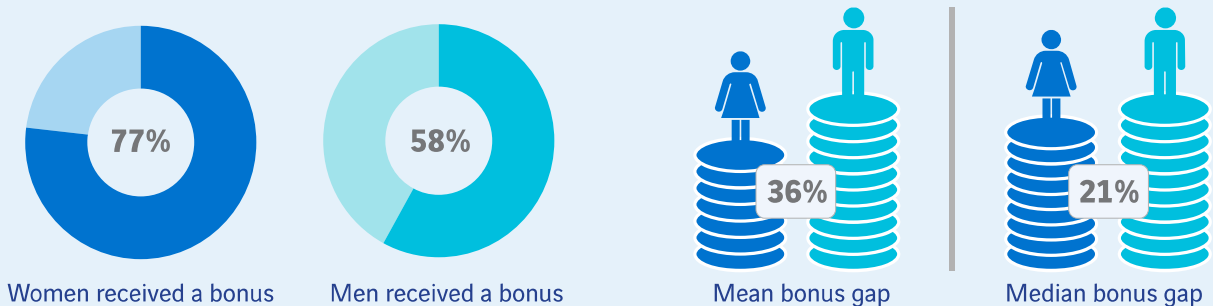
Our quartile analysis shows that female representation is strongest within the lower-middle pay quartile, with lower representation across the upper-middle and lower quartiles, and the lowest representation within the upper quartile.

Female representation within the upper pay quartile has increased compared to 2024; however, women remain underrepresented at this level. This pattern mirrors that seen across the wider industry and continues to be a key driver of both our hourly pay and bonus pay gaps. While representation within the lower-middle quartile suggests progress within early career and management pipelines, this has not yet translated into senior leadership representation.



During the 2024-25 period, women accounted for 21% of our UK workforce, but only 12% of senior roles. This imbalance continues to influence average earnings, as men are more likely to occupy roles where higher pay and bonuses are typically awarded.

Our bonus pay analysis indicates that women are proportionately more likely than men to receive a bonus; however, men continue to receive higher average and median bonus payments. This reflects the greater concentration of men in senior and technical roles, which attract higher bonus awards. Addressing this imbalance is closely linked to our longer term objective of increasing female representation at senior levels.



CLOSING THE GAP - OUR ACTIONS & COMMITMENTS

We recognise that closing the gender pay gap within a traditionally male dominated industry is a long-term challenge that requires ongoing commitment. Since proactively monitoring our gender pay gap in 2022, we have made tangible progress in increasing female representation and strengthening our talent pipeline. However, we acknowledge that continued focus is required to ensure this progress is reflected more evenly across senior and technical roles.

Our approach to closing the gender pay gap is embedded within our People & Development strategy and underpinned by our values. Rather than viewing gender pay gap reporting as a standalone exercise, we focus on addressing the underlying workforce structures that influence representation, progression and reward across the organisation through the following key strategies:

Attracting Female Talent

We continue to challenge perceptions of the industry and actively promote Omexom as an inclusive employer. Our recruitment approach prioritises cultural and values alignment alongside technical capability, and we take positive action to encourage applications from women through increased female representation in our external communications. We support early career pathways through apprenticeships, traineeships and graduate programmes, alongside initiatives such as the Sharlene Gill Scholarship for Women in Engineering, to help build a sustainable pipeline of future female talent.



Developing & Progressing Women



Supporting progression is critical to achieving long-term change. We focus on ensuring all employees have access to development opportunities and are encouraged to progress into senior and leadership roles. This includes transparent promotion processes, development conversations, and leadership capability programmes, delivered in collaboration with our parent company, VINCI Energies UK and ROI. These initiatives are designed to support the progression of women into roles where representation remains lower.

Retaining Talent Through Inclusive Policies

We recognise that retention is critical to sustaining progress. Our award-winning family friendly policies, enhanced maternity provisions, flexible working arrangements and wider wellbeing initiatives are designed to support and enable employees to succeed at different stages of their careers. We continue to review these policies to ensure they remain competitive, inclusive and supportive, enabling women to build long term careers within Omexom.



Inclusive Leadership & Accountability



We continue to strengthen inclusive leadership through management training and development, equipping leaders with the skills to manage diverse and flexible teams in line with our values and culture. Progress against our gender diversity objectives is monitored through workforce data, enabling us to understand trends, identify barriers and focus our actions where they will have the greatest impact.

OUR ONGOING COMMITMENT

As part of the VINCI group, we remain aligned to the ambition for 30% of management positions to be held by women by 2030. We will continue to invest in inclusive recruitment, development and progression opportunities that support this goal and help translate early career progress into senior leadership representation.

Looking ahead, we recognise increasing expectations for employers to demonstrate clear action plans alongside gender pay gap reporting, with a broader focus on workforce equality continuing to evolve. The actions outlined above form the foundation of our ongoing approach and are embedded within our wider People and Development strategy to support measurable and sustainable progress over time.

I confirm that the gender pay gap data published for Powerteam Electrical Services (UK) Ltd is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



Simon Innis

Managing Director

Date: 30 March 2026