

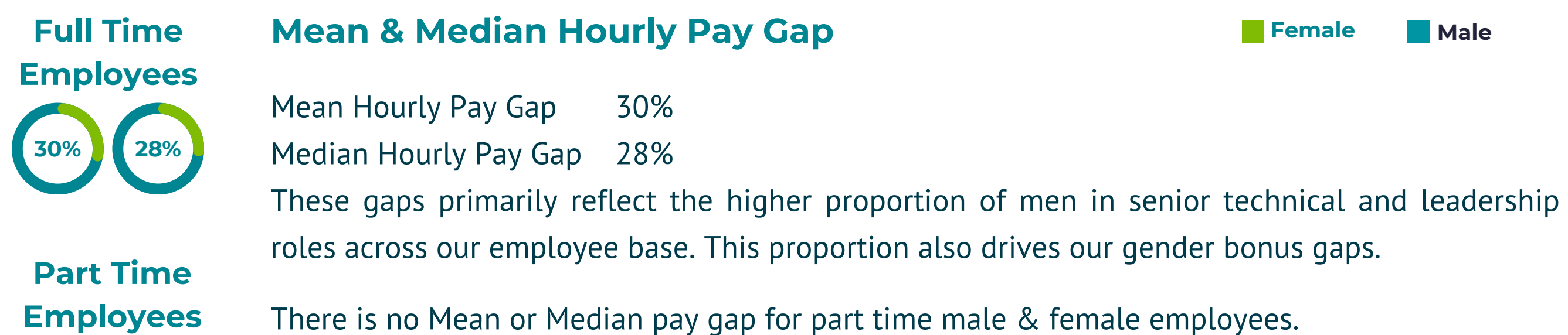
GENDER PAY GAP

REPORT 2025



KSN Energy is pleased to present its 2025 Gender Pay Gap report.

The Gender Pay Gap refers to the average difference in pay between men and women in an organisation, regardless of their role or seniority. It does not mean unequal pay for the same role. On our reporting date in June 2025, KSN Energy employed 88 staff members (73 male and 15 female employees) and so for every female employee, we had approximately 4.87 male employees. Through inclusive development and career-pathway initiatives, we are actively working to reduce this gap within our workforce, affording everyone an opportunity to grow.



Bonus + Salary

Mean Bonus Pay Gap 35%
Median Bonus Pay Gap 32%

We have no pay gap for part-time employees

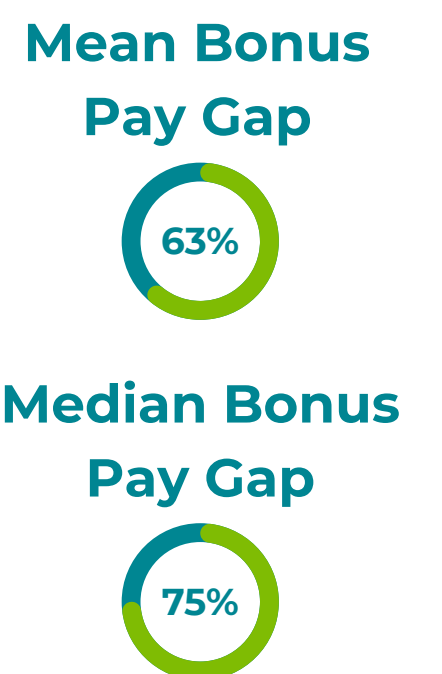
BIK receivers - Male: 29%, Female: 0%



Bonus Pay Gap

Our mean bonus pay gap stood at 63%, with the median at 75%. This significant gap is driven by our large volume of technical roles, which are both male-dominated and field-based. The gap here reflects representation within these technical positions, rather than inequity in how bonuses are awarded.

We are fully committed to increasing female representation in our technical roles, but recognise the limited supply of qualified female candidates in this specific area of construction. Through our recruitment and development initiatives in particular, we continue to encourage inclusivity for women in construction related positions. All eligible employees (those employed at our reporting date and who have successfully completed probation) received a bonus, ensuring 100% participation among qualifying staff.



Quartile Reporting

Pay quartiles show the distribution of men and women across four equal pay bands, from the lowest-paid 25% of employees to the highest-paid 25%.

KSN Energy's quartiles, shown opposite, reflect the wider construction consultancy pattern:

- Higher representation of men in the upper quartiles
- Balanced representation in the middle quartiles
- More women in the lower quartile, often in early-career roles

