



GENDER PAY REPORT 2026

INFINIS ENERGY SERVICES LIMITED,
March 2026



CONTENTS



03 INTRODUCTION

04 GENDER PROFILE AND PAY QUANTILES BY GENDER

05 THE LEGAL CONTEXT

06 COMMENTARY

07 ADDRESSING THE GENDER PAY GAP

INTRODUCTION



Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

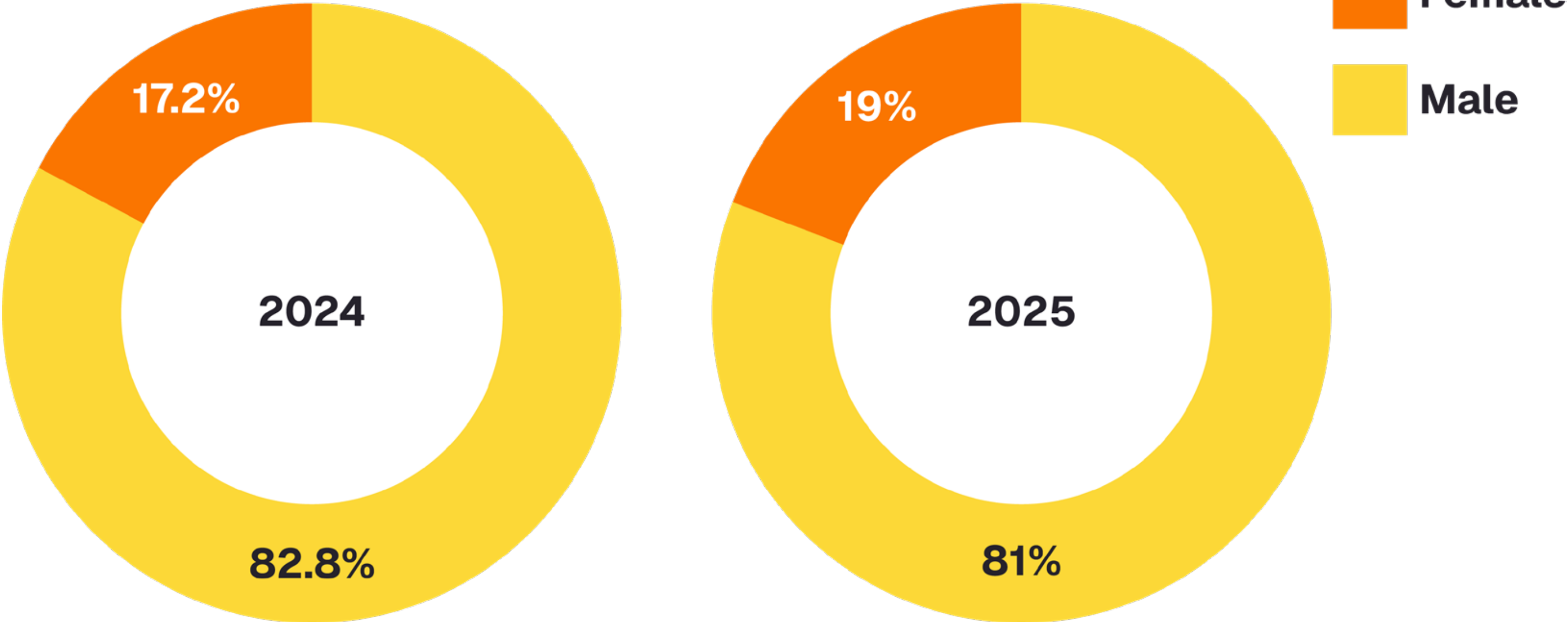
This is the report for the required snapshot date of 5th April 2025:

- The mean gender pay gap is 16.3%
- The median gender pay gap is 20.5%
- The mean bonus gender pay gap is 56.7%
- The median bonus gender pay gap is 31.1%

The proportion of males receiving a bonus payment is 88.8%, the proportion of females receiving a bonus payment is 84.6%.



GENDER PROFILE AND PAY QUANTILES BY GENDER



| | | 2024 | 2025 |
|-----------------------|--------|-------|-------|
| UPPER QUANTILE | MALE | 83.3% | 82.4% |
| | FEMALE | 16.7% | 17.6% |
| UPPER MIDDLE QUANTILE | MALE | 84.9% | 88.2% |
| | FEMALE | 15.1% | 11.8% |
| LOWER MIDDLE QUANTILE | MALE | 90.4% | 88.4% |
| | FEMALE | 9.6% | 11.6% |
| LOWER QUANTILE | MALE | 72.2% | 64.7% |
| | FEMALE | 27.8% | 35.3% |

The figures set out above have been calculated using the standard methodologies used in the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

THE LEGAL CONTEXT



Under the law, men and women must receive equal pay for:

- the same or broadly similar work
- work rated as equivalent under a job evaluation scheme
- work of equal value

Infinis is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Infinis' Equality, Diversity and Inclusion Policy reinforces the commitment to legal, moral and ethical requirements to treat people consistently. In recent years, the company has undertaken thorough training for managers in this area and is therefore confident that there is no equal pay issue from paying men and women differently for the same or equivalent work. The commitment to appropriate levels of pay is further reinforced by the development of our Gender Equity strategy.



COMMENTARY



The biggest single driver for our reported gender pay figure was an operational reorganisation in the reporting period, where all the departing employees were male, and in the lower pay quartile. The statistical effect of this was to increase the median male pay, while the female median pay remained broadly similar, thus increasing the pay gap.

Across society, the gender pay gap now sits at 12.8% (Office for National Statistics, Gender Pay Gap in the UK, October 2025), so continued focus is required, despite the logic of business decision that drove the increase in our gender pay gap.





ADDRESSING THE GENDER PAY GAP

Infinis remains committed to the gender equality objectives outlined in the organisation's revised five-year sustainability and workforce strategy.

We have never had a greater proportion of females in the business, with representation spread across all levels of the organisation.

Areas of focus to deliver on this strategy include:

- Retaining female talent and supporting advancement via clear internal career pathways, skills development and leadership programmes and role modelling through internal communications.
- Utilising diverse recruitment platform. Our key suppliers must demonstrate evidence based inclusive sourcing practices and alignment with Infinis' inclusion objectives. This is critical to ensuring that the best talent is selected while progressively shifting the gender distribution in higher paid roles.
- We look forward to continuing progress against our objectives and look forward to sharing our plans as appropriate.



Statement

I, Bruce Heppenstall, Chief Executive Officer, confirm that the information in this statement is accurate.

Bruce Heppenstall

Signed

Dated
31 March 2026





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