

Certas Energy 2025

Gender Pay Gap Report

Our 2025 report is based on a total working population of 2,373 employees across all businesses within the Certas Energy UK Limited group, roles, and levels.

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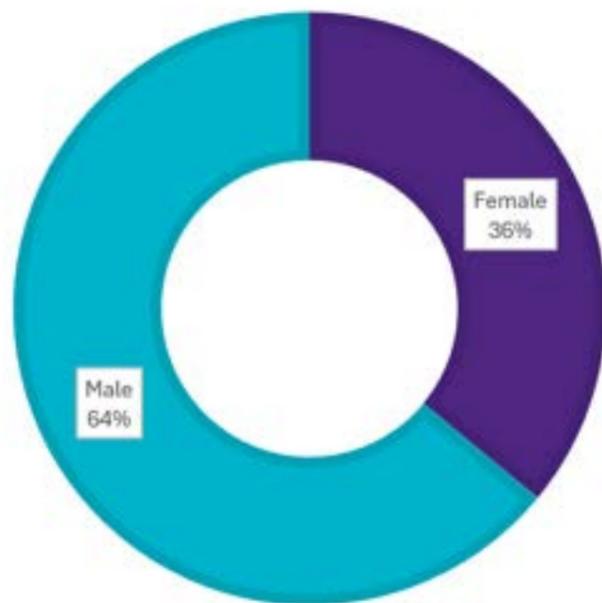
**How will we continue to
address the gap?**

Gender Pay Gap Report 2025

Our 2025 report is based on a total working population of 2,373 employees across all businesses within the Certas Energy UK Limited group, roles, and levels.

Our workforce has been historically based in traditionally male-dominated oil, gas, and logistics industry roles, but recent changes in strategy and acquisition of new organisations has seen this trend continue to change. While the data for 2025 still reflects the industry-typical male majority, in the last 4 out of 5 years we have continued to show growth in our female working population, and the number of women progressing into management or leadership roles internally. The Company now has a 36:64% split in favour of male colleagues, which can be accounted for with the diversification of our business, but also the strategies and plans developed and actively lead by our Senior Leadership Team to increase diversity and access to all roles within our workforce.

Due to the recent growth and diversification within the energy sector, our traditionally male-dominated areas such as Tanker Drivers, which previously comprised approximately 32% of our working population*, now only make up 29% of our working population. However, the diversified businesses also contain traditionally male-dominated roles such as engineering, installations and remain a significant area of focus for our inclusion and diversification initiatives. Outside of the historically 'male' sectors, we continue to make good progress recruiting and developing women into management and leadership roles with an increase from 35 % to 45% from 2024 to 2025.**



At Certas Energy, we have a bold energy strategy which includes continuing to supply our customers with a core portfolio of products and services, expanded from traditional fuel and lubricants into renewable energy sources, whilst building for a low-carbon, net-zero future. This continued investment into low carbon renewable energy products supports us in the continued diversification of our workforce across the company.



*29% represents 696 relevant driver roles of the total working population of 2373.

**Based on comparative data taken between 05/04/2024 & 05/04/2025.

2025 Findings

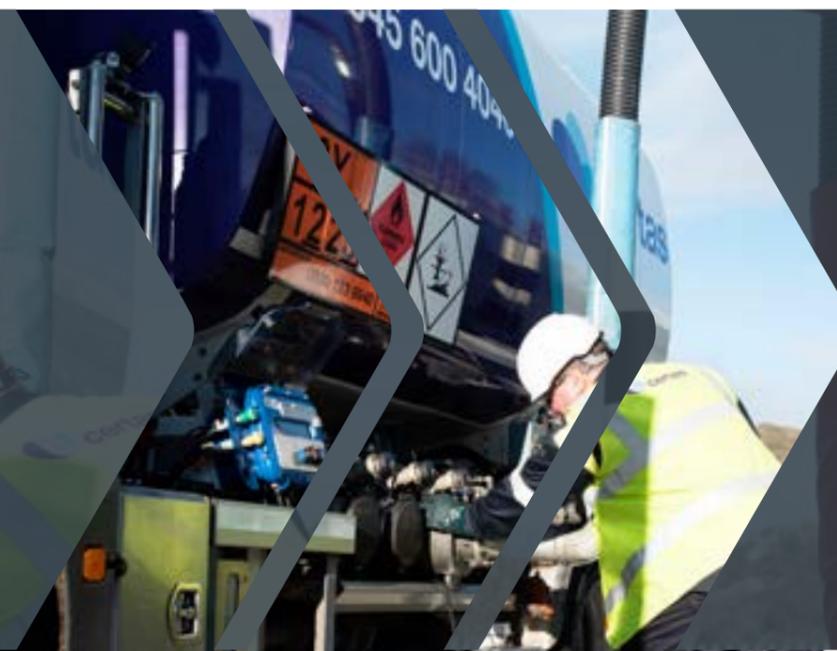
Our mean gender pay gap remains in favour of our male workforce, and has increased by 1% since our 2024 report, to 15% which, we believe is as a result of previously agreed pay deals that are implemented as part of our pay deal, prior to the wider workforce receiving their increases. In addition, whilst this difference is reflective of the wider gender imbalance of our industry, it also reflects the industries we have recently grown our business in, the renewable energy industry, which traditionally has male dominated engineering and installation industries. However, we are pleased to report that the median pay gap has maintained at 2024 levels, at 20% which reflects the ongoing changes we have implemented to our recruitment processes and ways of working to encourage more females into traditional male dominated roles. The change in median pay gap we believe reflects the work taken to attract more females into our business through both replacement and growth roles.

Overall, when we compare the increase in headcount against the diverse nature of our organisation, we can see that our efforts to create an environment where people can both be their authentic selves, but also thrive in traditional industries no matter their gender, are impacting the diverse nature of our business. We continue to see this not just with the composition of headcount within our organisation, but also with the increase of women in managerial / leadership roles and the continued increase of women in our business overall

Whilst we are pleased to be able to report an overall reduction in the median pay gaps between male and female colleagues, we are committed to continuing to narrow that gap by attracting more women colleagues into our business, especially in roles historically dominated by men, and through internal colleague-development initiatives. We also commit to continue to focus on the Mean pay gap, to ensure this continues to be reflective of the change in our organisation.



Year	Mean		Median	
	2024	2025	2024	2025
Gender Pay Gap (hourly fixed pay)	14%	15%	20%	20%
Gender Bonus Gap	43%	18%	7%	-6%

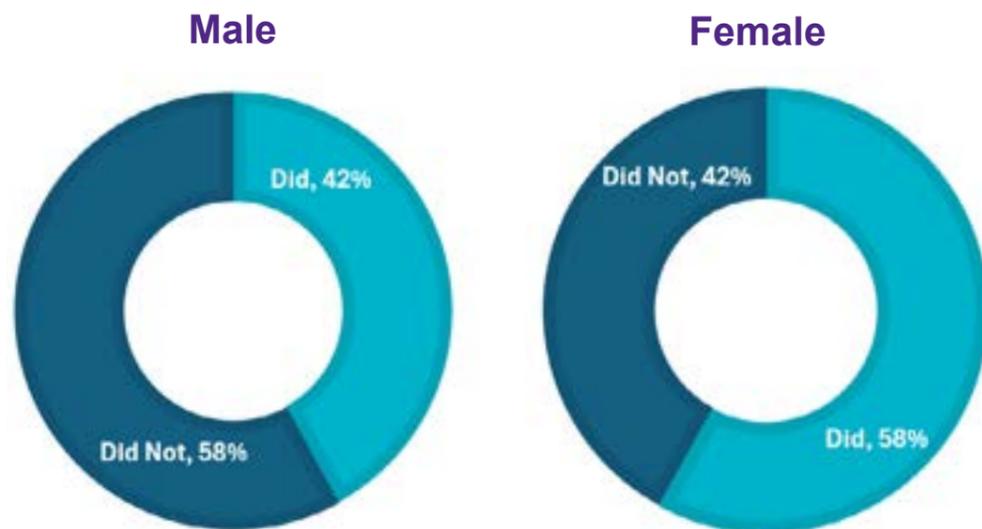


Bonuses

The 2025 data shows a significant change in the mean gender bonus gap, from 43% to 18% and a smaller change from 7% to -6% in the median gender bonus gap. This change is a reflection of the diversification of the company workforce, and the ability of more roles within the organisation to attract a bonus.

The 2025 data still shows an increased disparity between male and female colleagues' bonus payments, but this is an improvement on last year, which saw a significant increase due to a one off bonus payment for our predominantly male dominated driver population. The bonus provision this year had a significant focus on our wider central administration functions that have traditionally been more female focussed in previous years, and is something that we continue to look to address through inclusive recruitment strategies, internal colleague development, and annual pay structure reviews.

% of population who received a bonus



Pay Quartiles - The below chart illustrates the gender distribution at Certas Energy, as at April 2025, across four, equally-sized pay quartiles*, ranked from highest (A) to lowest (D) equivalent hourly rate.



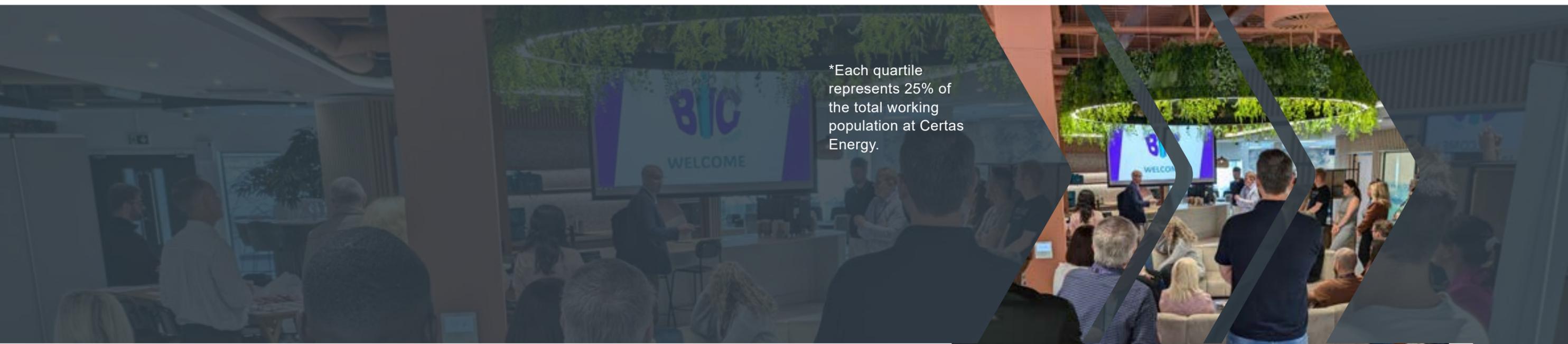
Band A represents the highest pay quartile which, as at April 2025, shows a 1% increase in the number of female colleagues from 2024. There are a number of contributing factors to this increase, but particularly the number of women recruited or developed into senior management & leadership roles.

Band B shows a 3% decrease in the number of female colleagues. Due to the recent changes in population, the work we have undertaken within this band has been counteracted with the change in male dominated acquisitions. Band B remains our highest male-heavy pay quartile, largely because a significant portion of our male-dominated operations/driver/engineers/installations population falls within Band B.

Band C has a slight 1% change in the gender pay gap from the 2024 report. Band C includes a number of the remaining operations population outside of band B, as well as a portion of retail management-level colleagues. Although there are other contributing factors to the pay gap, a key element continues to be the still significant number of male operational colleagues who fall within this quartile.

Band D reflects the change in Band C, as whilst Band D is predominantly populated by colleagues in retail-based roles which is a typically female-dominated area of the business, this is changing as colleagues move to Band C positions and our change in access and recruitment strategies have opened up all roles for all people. All colleagues in Band D are paid the Real Living Wage as opposed to the National Minimum Wage.

*Each quartile represents 25% of the total working population at Certas Energy.



What Have We Done?

One key benefit to reporting on our gender pay gap is that it offers us the opportunity to continually analyse and adjust the actions we take to diversify our workforce, attract the best talent from all communities, and ensure a fair and equal pay structure across our business.

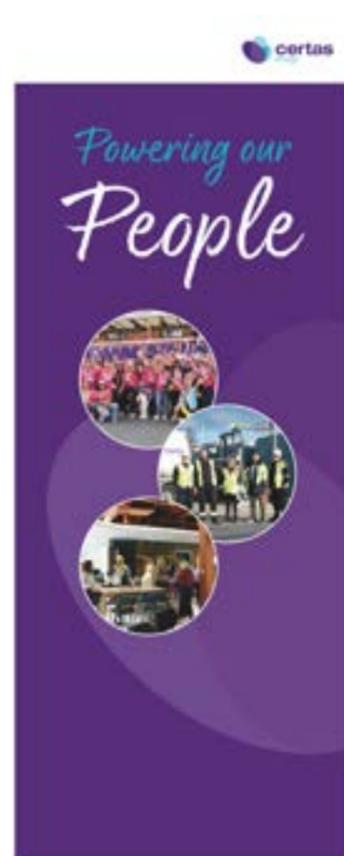
We have continued to develop a number of initiatives and programmes in our aim to be the diverse, equitable, inclusive employer of choice within the diverse industries in which we operate. We remain committed to being a Real Living Wage employer for all Certas Energy colleagues, whilst also allowing colleagues to undertake greater flexibility and take advantage of all of our benefit offerings.

As part of our ongoing work to ensure Certas Energy is an employer of choice, we continue to review all of our vacancies, working arrangements and our recruitment strategies to ensure we are able to attract more women into underrepresented roles within our business, and our industry.

We have continued to promote flexible, agile and hybrid working wherever possible and offer practical support to all colleagues across the business to ensure they can perform to the best of their ability no matter what or where the role is based.

Our Retail Academy programme has continued to support our people, by helping develop colleagues from our retail business into more senior roles, including management and across other areas of the business. Importantly, this has been centred around a female-dominated area of the business with the majority of roles also falling within the lowest pay quartile.

We continue to develop our Equality, Diversity and Inclusion strategy, fully funding and supporting 6 colleague community groups, each empowered to make or influence positive change across our business. A full review of all of our policies and procedures is continually ongoing, which has included the full refresh of existing policies to ensure our language and terminology is inclusive to all. We are constantly taking feedback from our ED&I groups, and also our wider annual employee survey to identify gaps in our policy suite and introduce more equitable policies as required and requested. These changes have fully impacted and improved our recruitment practices, which continue to contribute to the building of a high-performing, inclusive culture at Certas Energy



Inclusion and Diversity at Certas Energy

We continue to work towards developing the impact and profile of our Inclusion and Diversity forum, which is focused on creating a meritocratic, high-performance culture, while identifying and creating opportunities that make difference matter.

2025 has seen a number of notable achievements and milestones, including the annual 'Big Meet' event at our head offices in Warrington and Larbert, where colleagues and leaders from across the business join our Senior Leadership Team to support our ED&I strategy and colleague communities. We also attended our 3rd annual Manchester Pride parade, with around 55 colleagues from Certas Energy and Flogas marching alongside a fully customised float in support and allyship of LGBTQ+ rights in our society.



Our 6 new colleague communities:



How Will We Continue to Address the Gap?

We recognise that achieving gender-based pay equality and equity requires long-term investment and resources, which we are committed to continuing to provide.

The gender complexities of our company and the industries we work in provide both our biggest challenge and greatest opportunity. While we acknowledge the difficulties of attracting and retaining female colleagues, we are proud of the progress we have made, and will continue to make, towards our goal of being a truly diverse and inclusive employer of choice in our industry.

With this in mind, we will continue to use our gender-reporting data to inform our business and people strategies moving forward.

We will:

- Remain committed to providing more opportunities for women in the workplace, in addition to working with our partners to ensure we are promoting specialist, senior, and underrepresented roles to females
- Ensure proportionate representation within our internal Talent and Development programmes, including maintaining the use of balanced shortlists within our recruitment strategies across all roles
- Encourage our leaders and wider workforce to embrace non-traditional ways of working, including continuing to promote our Agile Working policies
- Periodically review and consider any business policies requiring introduction, refinement, or amendment to further support equality in the workplace
- Reinforce our meritocratic principles designed to ensure equitable pay and reward, regardless of gender
- Continue to undertake regular analysis and monitoring of these initiatives to understand their efficacy and impact

