



Perenco UK Limited  
Gender Pay Report  
2025

## INTRODUCTION

Perenco UK Limited ('Perenco') is an independent oil and gas exploration and production company, specialising in operating and developing mature and marginal fields. Perenco are committed to ensuring male and female employees are paid fairly and equally, and that the distribution of performance related bonuses are aligned to individual accountability and delivery against business objectives.

Women represented **12%** of staff (at the snapshot date of April 2025), which is consistent with the level the previous year.

Shift workers represented 58% of staff, of which 2.8% are women

Offshore based workers represented 32% of staff, of which 1.7% are women

## TERMINOLOGY

### 'Gender Pay Gap'

The Gender Pay Gap is the difference between the average\* hourly rate of pay of male and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of male employees.

### 'Mean' & 'Median'

The **mean** pay gap is the difference between average hourly earnings of men and women.

The **median** pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women, when listed in ascending order.

*\*The Gender Pay Gap is reported on both a mean (average) and median (mid-point on a distribution) basis.*

### 'Gender Pay Gap' vs 'Equal Pay'

The Gender Pay Gap differs from equal pay. Equal pay deals with the pay differences between males and females who carry out the **same jobs, similar jobs**, or work of **equal value**. The Gender Pay Gap illustrates the differences in the **average pay** between male and female employees.

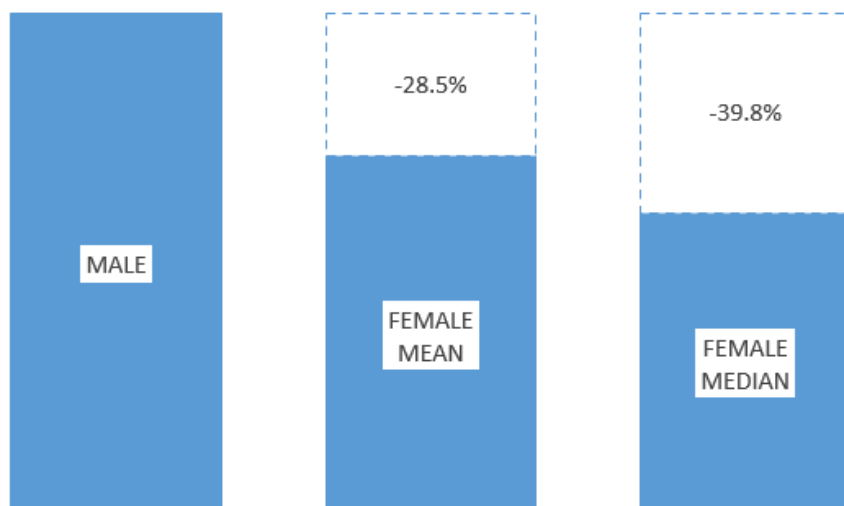
A high Gender Pay Gap does not mean male and female employees are not paid equally or fairly when undertaking comparable roles. There are many factors that may contribute towards a high Gender Pay Gap, including representation of women within specific careers, industries and organisations.

## STATEMENT OF ACCURACY

The figures provided throughout this report are a true and accurate representation of the above population, at the time of the data being extracted (April 2025). These figures have been published in accordance with the guidelines provided by the Government Equalities Office, Chartered Institute of Personnel and Development (CIPD) and ACAS (the Advisory, Conciliation and Arbitration Service).

Perenco have excluded those people for whom the data required to calculate the gender pay gap is not readily available. This group includes individuals not directly employed by Perenco, such as those providing services through limited liability organisations (personal service companies) and/or ad hoc PAYE contractors.

## GENDER PAY GAP



(LEFT)

*Illustration of the Perenco Gender Pay Gap. Defined as 'the difference between the mean or median hourly rate of pay that male and female full-pay relevant employees receive'. Full-pay relevant employees exclude those on reduced pay.*

## HIGHLIGHTS

- 📌 **2.4% point decrease** in the mean Gender Pay Gap, between 2024 and 2025.
- 📌 **0.9% point decrease** in the median Gender Pay gap, between 2024 and 2025.

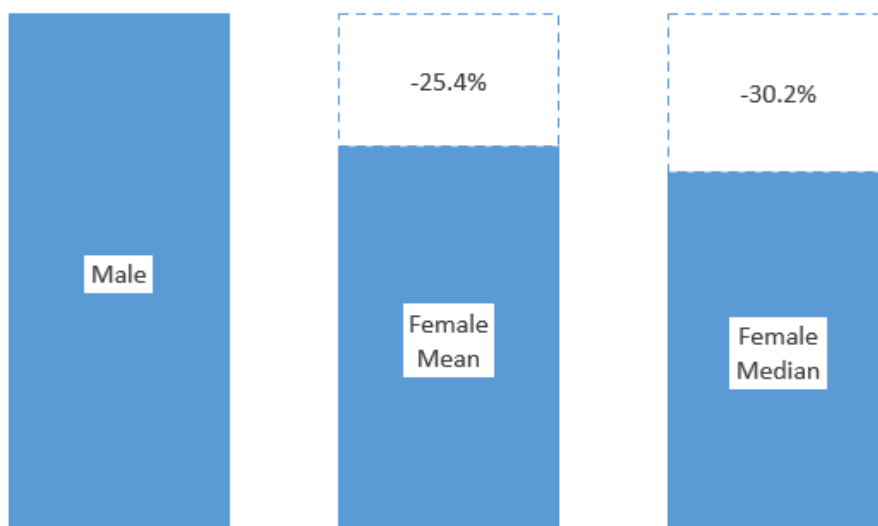
## ANALYSIS – GENDER PAY

During 2024-25 the mean and median Gender Pay Gap decreased by 2.4% points and 0.9% points respectively. The change is positive but minimal and attributed to the low representation of women in senior roles. This is despite our efforts to recruit and promote women in these roles.

There was also minimum internal movement during this period and equal pay awards meaning the pay progression (on average) moved at the same rate.

## GENDER BONUS GAP

**(RIGHT)**  
*Official Gender Bonus Gap Figures. Defined as the difference between the mean or median bonuses paid to **relevant employees** in the 12 months preceding April 2025. Relevant employees include those on reduced pay.*



## HIGHLIGHTS

- 📌 **3.1% point increase** in the mean Gender Bonus Gap, between 2024 and 2025.
- 📌 **8.9% point increase** in the median Gender Bonus Gap, between 2024 and 2025.

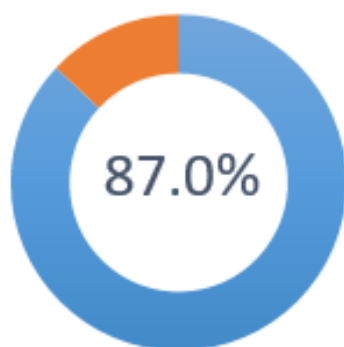
## ANALYSIS – GENDER BONUS

Due to bonus calculations being a percentage of salary, the current gender pay gap differences remain.

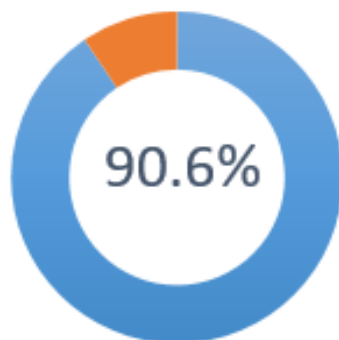
This year we saw a lower percentage of women ranked in the top quartile of performance rating (12.1% in 2024 compared to 15.3% in 2024). As bonuses are linked to performance rating this directly impacted the results.



## RECIPIENTS OF A BONUS



Male



Female

### (LEFT)

*Proportion of male and female employees that received a (performance related) bonus, in the 12 months preceding April 2025.*

*Excludes employees who 'sacrificed' their bonus, as part of the Company bonus sacrifice scheme.*

## HIGHLIGHTS

- ♣ **7.2% point** increase in the number of men who received a bonus, between years 2024 and 2025.
- ♣ **5.8% point** increase in the number of women who received a bonus, between years 2024 and 2025.

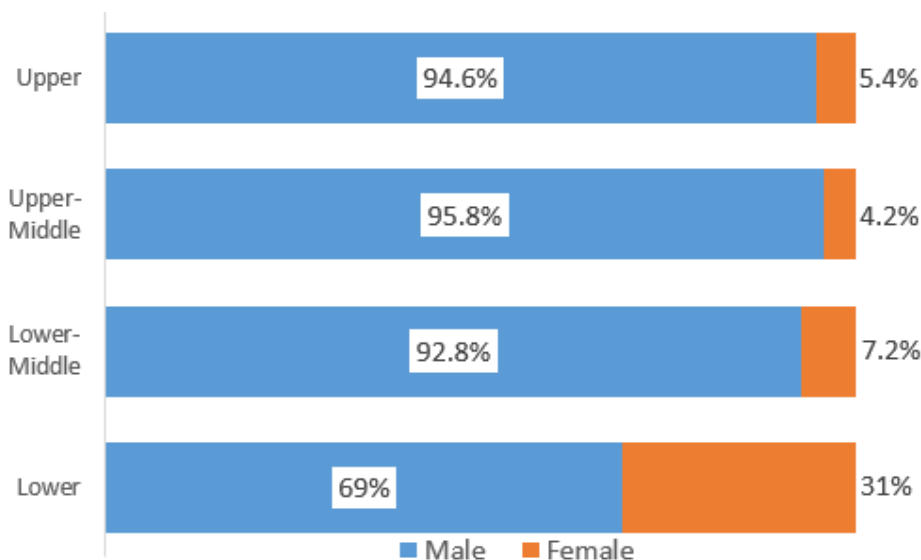
## ANALYSIS – RECIPIENTS OF A BONUS

2025 saw an increase in the percentage of both male and female employees in receipt of a bonus, compared to 2024 results.

The female percentage is higher due to 37.6% of men 'sacrificing' their whole bonus by paying it into their pension, compared to 22.6% of women. Any bonus amount 'sacrificed' are excluded from the above figures.

The results before bonus sacrificing would show that almost everyone receives a bonus. Only those individuals who are ineligible or are rating at the very lowest performance rating are excluded from the scheme.

## GENDER REPRESENTATION BY PAY QUARTILE



(LEFT)

Proportion of male and female employees in each pay quartile.

Quartiles represent the hourly rate of pay, from highest to lowest of male and female employees.

## ANALYSIS – GENDER REPRESENTATION BY PAY QUARTILE

The period 2024-2025 saw little change to the above representation. There was however a slight increase (1.2% points) in the representation of women in the upper and upper-middle quartiles.

Again overall, statistically the majority of female employees remain in the Lower Quartile group, occupying predominantly clerical / administrative business-support roles.

## OUTLOOK

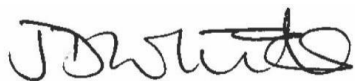
Since the last report, we have seen a slight improvement in the Gender Pay Gap. We also noted a reduction in the percentage of women rated at the highest quartile performance level. This combined with Company bonuses being a percentage of salary reduced the Gender Bonus Gap. We also saw a positive but minimal increase to the female representation in the upper and middle-upper quartile.

It is important to recognise that year-on-year minimal fluctuations to our gender pay data can, in part, be attributed to the relatively small proportion of female employees, an industry-wide trend common in E&P Companies.

We also want to emphasise that Gender Pay Gap is distinct from 'equal pay' (paying men and women equal pay for doing 'equal work'). The Company remains proactive in ensuring equal pay in all roles.

Whilst we are not immune to the challenges facing the sector, our focus remains on attracting and retaining talented women and future female leaders. By continuing to support, develop and promote those who work with us, we create role models for those seeking a career in the energy sector.

We are committed to providing equality of opportunity throughout our business, to those who embody our corporate values, have a passion and drive to succeed, and who want to be part of the critical role businesses such as ours will play in the UK's energy transition.



**Jonathan White**

Perenco UK-SNS General Manager

Director, Perenco UK Limited