Perenco UK Limited - Gender Pay Report - 2026

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 represent 12% of staff at the snapshot date of April 2026 which is consistent with the previous year.

The Gender Pay Gap is the difference between the average hourly rate of pay of male and female employees expressed as a percentage of the hourly pay rate of male employees.

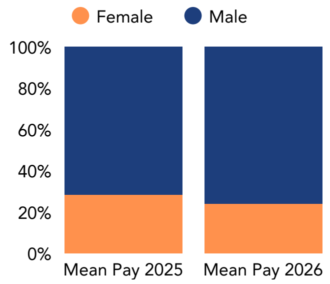
The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women, when listed in ascending order.

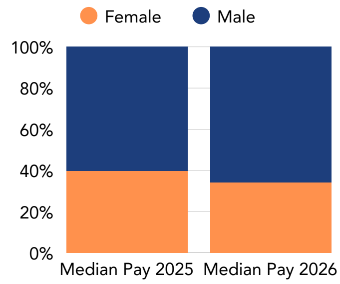
STATEMENT OF ACCURACY

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 2026). 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.

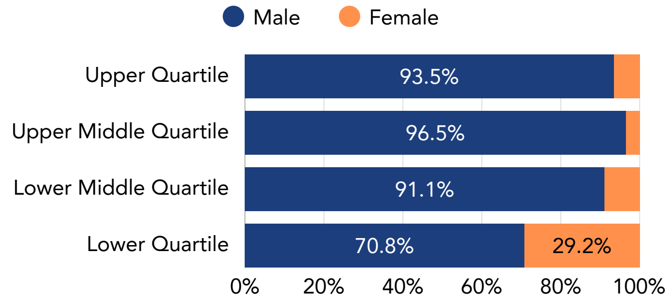
Gender Pay Gap





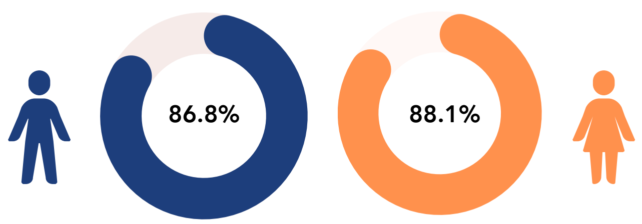
Since the last report we have seen a decrease in both the mean and median Gender Pay Gap by 4.5% and 5.6% percentage points.

Gender Representation by Pay Quartile



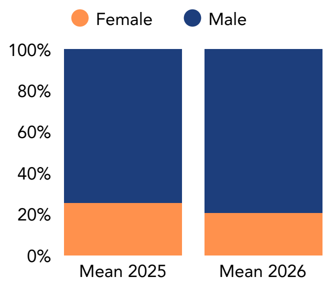
The above percentages are consistent with last years results.

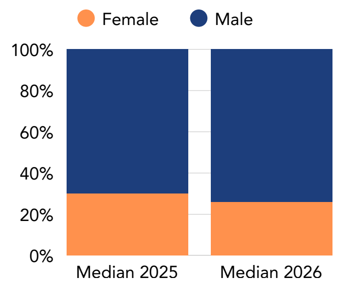
Recipients of Bonus



Excludes employees who put their bonus in their Pension as part of the Company bonus sacrifice scheme.

Gender Bonus Gap





Since the last report we have seen a decrease in both the mean and median Gender Bonus Gap by 4.8% and 7.1% percentage points.

Analysis & Outlook

Since the last report there has been an improvement in the Gender Pay Gap and the Gender Bonus Gap.

Our workforce continues to see women representing a small number of the workforce which is typical for an E&P company. It is important to remember that Gender Pay is different from 'equal pay' (paying men and women equal pay for 'equal work'), which the Company proactively ensures is in place.

In other areas we are pleased that, considering the improving Gender Bonus Gap, our trajectory remains positive overall. Whilst we're not immune to the challenges facing the sector, to attract and retain talented women and future female leaders, we can continue to develop and promote those who work with us, creating role models for those seeking a career in the energy sector.

We continue to be committed to providing equality of opportunity throughout our business, to those who embody our corporate values, of together, commitment, excellence and pioneer 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