

Myenergi Ltd Gender Pay Gap Report - 2024

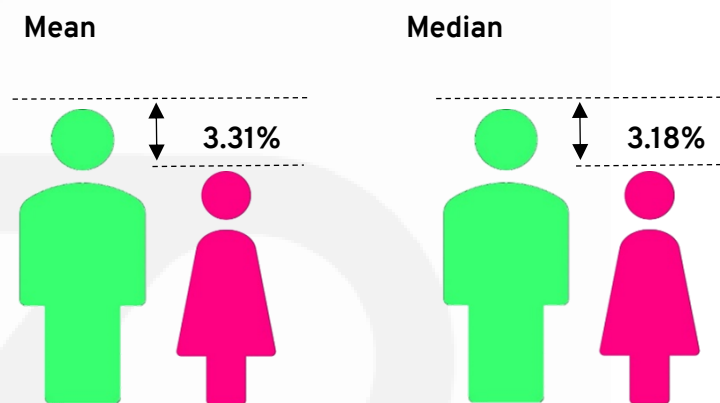
This is our annual gender pay gap report for the snapshot date of 5 April 2023.

What it's the gender pay gap and how is it calculated?

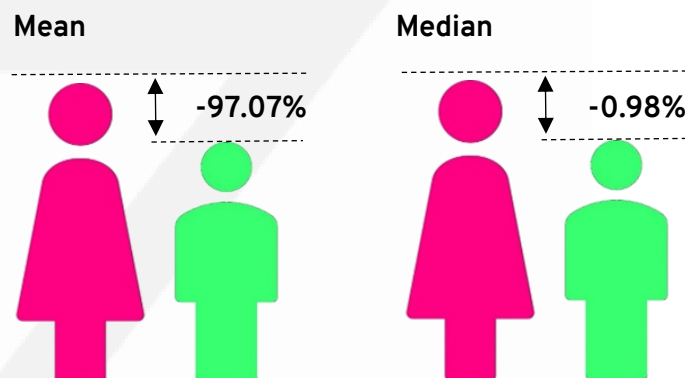
In 2018, gender pay gap reporting became a legal requirement for all companies with over 250 employees. The gender pay gap is the difference in the average pay between men and women and is expressed as a percentage. It is calculated by working out the difference between the average pay of all male employees and the average pay of all female employees in the organisation. A negative pay gap figure would mean that the average pay of men is lower than the average pay of women.

Gender pay gap

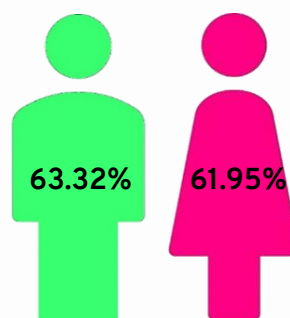
Basic Pay - the difference in average pay between men & women



Bonuses - the difference in average bonus paid between men & women who received a bonus

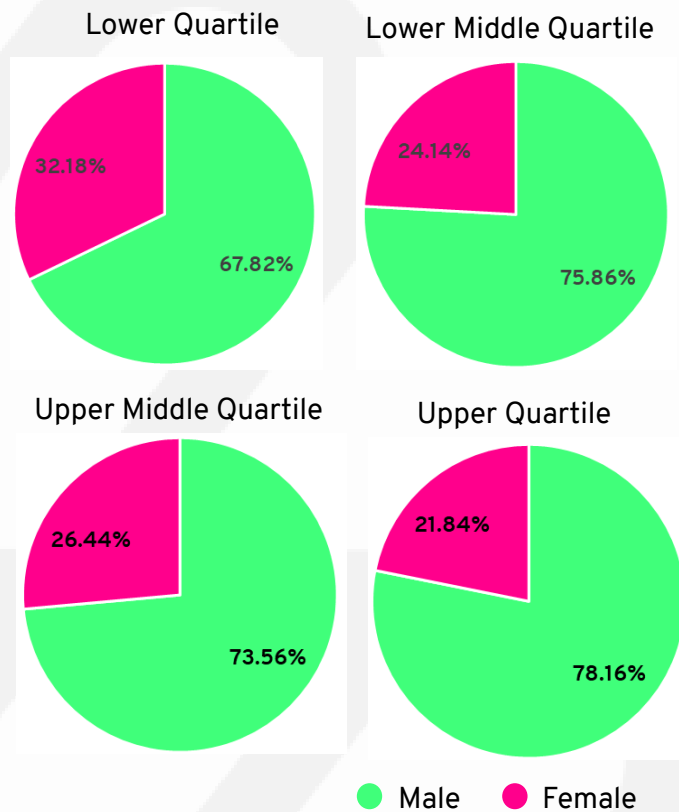


The proportion of employees receiving a bonus payment



Pay quartiles by gender

The below graphs show our workforce divided into four equal-sized groups based on hourly pay rate. The lower quartile includes the lowest-paid 25% of employees and the upper quartile covers the highest-paid 25%.



What is included in each quartile?

Lower - All employees whose standard hourly rate is within the lower quartile

Lower Middle - All employees whose standard hourly rate is more than the lower quartile but the same or less than the median

Upper Middle - All employees whose standard hourly rate is more than the median but the same or less than the upper quartile

Upper - All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

Gender pay gap report statement

I, Emma Dutton, Chief Financial Officer, confirm that the information in this statement is accurate.

Signed: Emma Dutton
Emma Dutton (Apr 4, 2024 17:05 GMT+1)

Dated: 4th April 2024