

# Gender Pay Gap Report 2023-2024

Data snapshot 5 April 2023

## We provide energy solutions so communities can thrive and businesses can grow

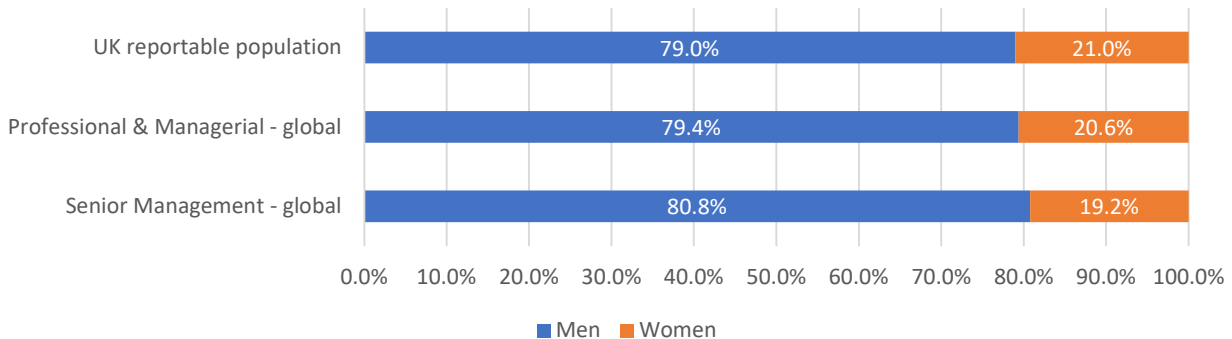
We have customers in 63 countries who rely on us to help them achieve their energy goals. We can only do this with a team that reflects their diverse needs.

We know that having an inclusive organisation makes our company stronger, and that is why we are committed to valuing difference in Aggreko. Equity, diversity inclusion forms a key component of Energising Change, our sustainability framework; during the reporting period we have focused on:

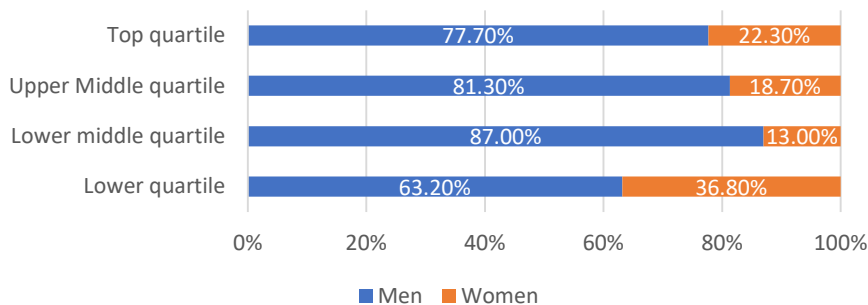
- Building awareness, confidence and advocacy with our leaders
- Educating people on inclusion, biases and cultural preferences
- Embedding inclusion in policies and key people management practices, such as our salary and bonus cycle and recruitment processes
- Actively encouraging our people to speak up, share their experiences and views with the confidence that their voices will be heard
- Celebrating diversity within our business

We are conscious that our gender pay gap is largely attributable to limited female representation in certain roles. Given the nature of our business, this is particularly true of STEM roles (Science, Technology, Engineering and Maths) and leadership.

### Aggreko Gender profile



### Proportion of men and women by pay quartile



**Women’s hourly rate is: 14% Lower (Mean), 2.4% Lower (Median)**

Our median hourly pay gap has improved by 10 percentage points; however, the mean pay gap has worsened.

**Women’s bonus is: 31.6% Lower (Mean), 11.5% Lower (Median)**

Our median bonus pay gap has improved by 20 percentage points; however, the mean bonus pay gap has worsened.

Percentage of men and women receiving a bonus in 2023

