

Gender Pay Gap Report

2025

Avanti Gas Ltd., a subsidiary of UGI International, is committed to working in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Diversity, Equity and Inclusion are central to our values and long-term goals. We embrace difference across all areas of our business and recognise the need to treat every employee fairly and equitably, creating a positive-energy, high-performance workforce in which all employees can thrive.

By embracing our differences, we work towards building an inclusive and respectful workplace, strengthening our business performance, creativity and innovation.

Guided by our Breakthrough culture and POETIC values, the Leadership Team is fully committed to monitoring gender balance and driving the initiatives needed to create an environment where all employees, regardless of gender, enjoy rewarding and fulfilling careers.

We are committed to providing every employee with the opportunity to develop their skills and talents whilst contributing to the future success and sustainability of the business.

Our industry continues to face challenges in attracting and recruiting female talent, particularly within operational, technical and engineering functions. Nevertheless, we continue to make focused and meaningful progress in increasing the attractiveness of our industry and professions to women.

Our statistics compare favourably to national levels in terms of female representation in the upper quartile pay band, and in our mean hourly pay and bonus gaps.

We will continue to actively monitor gender balance and remain committed to driving improvements and sponsoring the campaigns and activities needed to attract more women and advance gender balance across our business.



Agata Peszko-Keniger
HR Director



2025 Hourly Pay

Pay gap between men and women	Pay Gap (mean)	Pay Gap (median)
Hourly pay gap	1.00%	13.17%

In 2025, Avanti Gas Ltd.'s mean hourly pay gap stands at less than 1% in favour of men, a marginal figure that remains far below the UK national average. Women continue to out-earn men in both the lower and upper pay quartiles. The median pay gap of 13.17% and the bonus distribution patterns reflect the structural composition of a workforce, in which men continue to dominate in upper-middle operational and engineering roles, an industry-wide characteristic the business is actively working to address.

The mean pay gap is less than 1% and while a marginal male advantage has emerged in 2025 compared to a female advantage in prior years, the absolute magnitude remains well below the UK national mean gender pay gap. The shift is attributable to workforce composition changes within the year rather than any change in pay policy or structures.

The median gap of 13.17% is driven by the distribution of men and women across pay bands. A large proportion of men occupy the upper-middle pay quartile where pay ranges are higher and male density is greatest, which pulls the male median upward relative to the female median. This is a structural, compositional dynamic, not a pay equity issue.



Overall, at AvantiGas Ltd. women's mean hourly rate is **1.00% less**.

Mean pay per hour for men is **£19.06**, for women is **£18.87**.

Difference in mean hourly pay is **£0.19**.

Women's median hourly rate is **13.17% less**.

Median pay per hour for men: **£16.69**, for women is **£14.49**.

Difference in median hourly pay is **£2.20**.



2025 Quartile Analysis

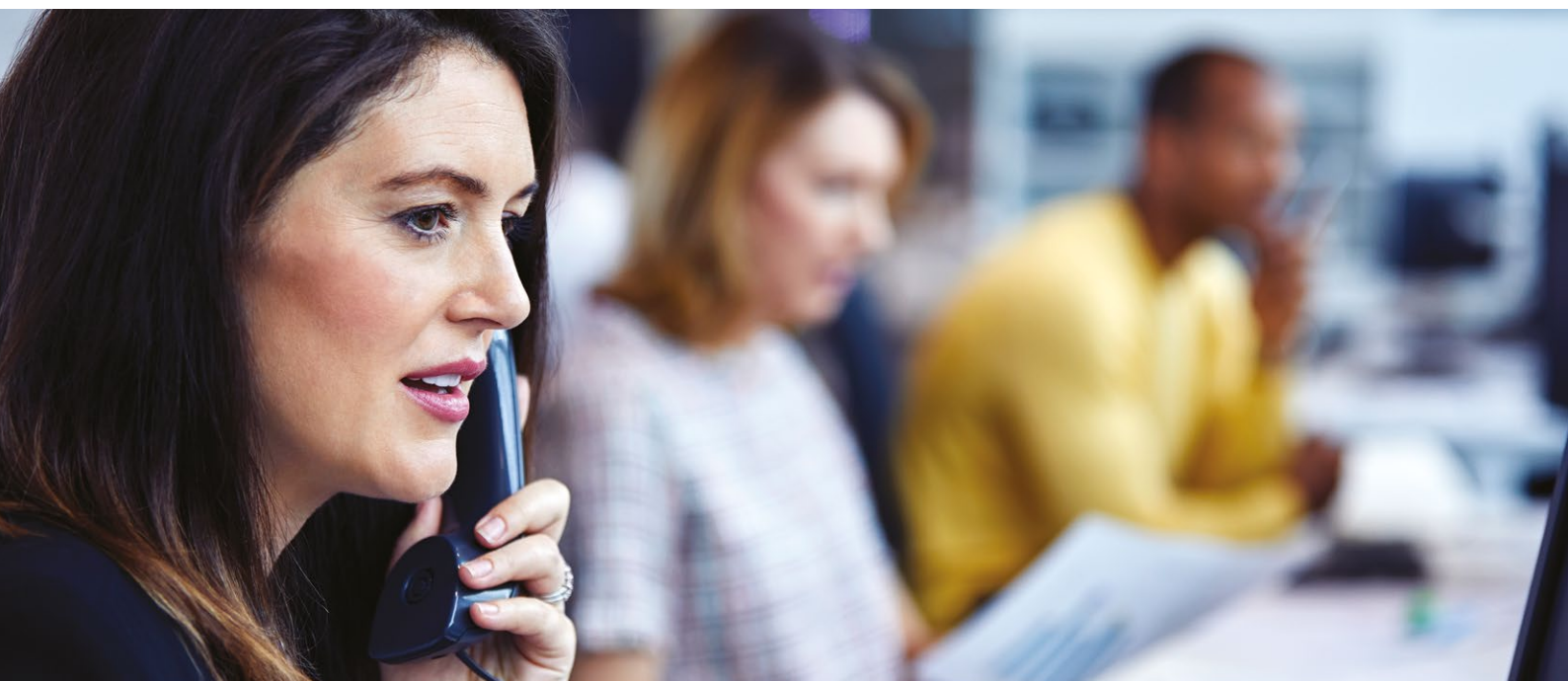
PROPORTION OF WOMEN AND MEN BY QUARTILE PAY

The chart below shows the gender distribution of calculated hourly pay across four equally sized quartiles. The pay gap continues to be caused by the larger number of men working in more technical and senior positions, which results in a higher median. It is not the same as equal pay between men and women.

We will continue to focus on increasing the number of women in leadership and STEM-based roles within our business.

The quartile breakdown divides the workforce into four equal bands by hourly pay level, from the lowest-paid (lower quartile) to the highest-paid (upper quartile). Examining each quartile separately reveals where gender pay differences are concentrated and which bands contribute most to the overall gap.

Group	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	-10.01%	-2.5%	65.67%	34.33%	-12.16%
Lower middle quartile	0.97%	1.01%	82.09%	17.91%	5.21%
Upper middle quartile	-4.28%	-6.53%	83.58%	16.42%	7.71%
Upper quartile	-7.03%	-23.57%	78.79%	21.21%	0.24%



2025 Quartile Analysis

LOWER QUARTILE

Women in the lower quartile earn a mean of £12.19 per hour compared to £11.08 for men, a female advantage of 10.01%. Female representation in this band is 34.33%, which is the highest across all quartiles and reflects the relatively balanced gender mix at entry-level. This quartile contributes -12.16 percentage points to the overall mean gap (i.e., it reduces the gap).

LOWER MIDDLE QUARTILE

The lower-middle quartile shows near-parity on mean pay (0.97% male advantage, £14.67 vs £14.53). Female representation here stands at 17.91%, a decline from 21.62% in 2024 and 30.14% in 2023. The reducing female proportion in this band is a pipeline concern, as the lower-middle quartile is the primary pathway for progression into senior and higher-paid roles.

UPPER MIDDLE QUARTILE

This is the most significant structural driver of the overall pay gap. Male concentration stands at 83.58%, contributing +7.71 percentage points to the mean gap. Notably, women in this band earn more on average than men (£19.31 vs £18.52, a -4.28% female advantage), confirming that the issue is one of representation and not the pay rates themselves. Increasing the number of women in this quartile is the single highest-impact action available to reduce the overall median gap.

UPPER QUARTILE

Women in the upper quartile continue to earn more than men on both mean (£33.22 vs £31.04, -7.03% female advantage) and median (-23.57% female advantage) measures. Female representation is 21.21%, down from 31.08% in 2024. It reflects a genuine change in workforce composition at senior UGII level.

SUMMARY

In every quartile where women are present in meaningful numbers, their pay is equal to or higher than men's. The gender pay gap is a function of where men and women are distributed across the pay structure and not of differential pay for equivalent roles. The upper-middle quartile (83.58% male) is the primary lever. In historical context, female representation by quartile has shifted across the three years. In the upper quartile, representation rose from 26.03% (2023) to 31.08% (2024) before falling to 21.21% (2025). In the lower-middle quartile the trend has been consistently downward: 30.14% to 21.62% to 17.91%. The upper-middle quartile has remained stubbornly low: 20.55% to 16.22% to 16.42%. These patterns highlight that progress at senior levels can be volatile year to year, while the structural gap in mid-level technical and operational roles is persistent.



2025 Bonus Pay

All Avanti Gas Ltd. employees are included in the Annual Performance Bonus scheme. Where participation rates are below 100%, this reflects employees who had not yet completed their qualifying period at the time of the snapshot, typically recent joiners.

The mean bonus gap is 6.26% and represents a shift from the female-favourable position recorded in 2023 and 2024. The primary driver is the composition of the upper-middle bonus quartile, which is 93.75% male, the highest male concentration of any quartile and which contributes +21.74 percentage points to the overall mean bonus gap. This more than offsets the female advantage in the upper quartile, where women's mean bonus exceeds that of men's.

As with the hourly pay analysis, the bonus data shows that where women are present in a quartile, their bonus pay is broadly comparable to or higher than men's. The structural challenge is the near-absence of women in the upper-middle bonus quartile (6.25%), which generates the majority of the overall mean bonus gap.

In historical context, the bonus participation rate for women has fluctuated: 89.89% (2023), 93.83% (2024), 88.52% (2025). The mean bonus gap moved from -2.20% female advantage (2023) to -2.86% (2024) before shifting to 6.26% male advantage in 2025. The median bonus gap has widened progressively: 22.32% (2023), 31.95% (2024), 33.43% (2025), a trend driven by the persistent male dominance of the upper-middle bonus quartile across all three years (88.9%, 94.4%, 93.75%).

PROPORTIONS OF WOMEN AND MEN WHO RECEIVED A BONUS



88.52%

OF WOMEN RECEIVED
A BONUS

95.73%

OF MEN RECEIVED
A BONUS

Women's median bonus pay **33.43% less.**

Women's mean bonus pay **6.26% less.**

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Actions and Commitments

Avanti Gas Ltd. recognises that closing the gender pay gap is a long-term commitment requiring consistent action across recruitment, development, retention and governance. The following initiatives are in place or planned for the period ahead:

RECRUITMENT AND ATTRACTION

- Engagement with schools and universities through the Enterprise Advisor programme to promote STEM careers for young women, with a target of placing a number of Enterprise Advisors in local communities during 2026/2027.
- Review of job descriptions, advertising language and selection processes to ensure they attract female candidates for operational, technical and engineering roles.
- Active promotion of Avanti Gas Ltd. as an employer of choice for women in the energy sector, drawing on the company's strong long-service record and family-friendly policies as differentiators.

DEVELOPMENT AND PROGRESSION

- Targeted monitoring of progression data by gender to identify whether the declining female representation in the lower-middle quartile is a result of attrition, role redesign, or recruitment patterns, and to remedy appropriately.
- Mentoring and sponsorship programmes for women in technical and operational roles, focused on supporting progression from the lower-middle into the upper-middle pay band.
- Continued recognition and celebration of Women in STEM, International Women's and International Women in Engineering days through networking events, leadership panels and awareness campaigns across UK.

RETENTION AND WELLBEING

- Continued enhancement and communication of family-friendly policies, including competitive maternity provisions, to support women through key career and life transitions without interruption to development or earnings.
- Promotion of the Breakthrough and POETIC values as a framework for building a culture of belonging across the business.

GOVERNANCE & MONITORING

- Annual gender pay gap reporting in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
- Monitoring of gender representation by quartile, with results reported to the Leadership Team, and appropriate actions to address trends.
- Benchmarking of results against the UK national average and relevant energy sector comparators on an annual basis.
- Delivery of a job architecture and job evaluation project, in 2026, to establish a consistent framework for assessing role size and value across the organisation. Whilst this work is distinct from gender pay gap reporting, careful review of the job architecture will support transparent, equitable pay decisions and strengthen our ability to monitor pay outcomes across comparable roles over time and supports our broader commitment to fair and equitable pay.



We take great pride in every single one of our people and value their importance to make our business successful. Our Gender Pay Gap Report will help us build on the progress we've made to strengthen gender diversity at AvantiGas and put in place our action plan for change.

Should you have any questions, please contact the HR team on hrenquiries@avantigas.com

DEFINITIONS

Mean Pay Gap is the difference between men's and women's average (mean) hourly pay, expressed as a percentage. A positive figure means men earn more on average; a negative figure means women earn more.

Median Pay Gap is the difference between the pay of the middle-ranked man and the middle-ranked woman. Less sensitive to high-pay outliers than the mean.

Quartile is the workforce divided into four equal-sized groups by pay level: lower, lower middle, upper middle, and upper quartile.

Contribution is the number of percentage points each quartile contributes towards the overall mean pay gap. The contributions across all quartiles sum to the total mean gap.

Bonus Gap is the mean and median difference in bonus pay between men and women across the organisation.