

### What is the gender pay gap?

The gender pay gap measures the difference in the average (mean) and midpoint (median) hourly and bonus pay of male and female employees. The gender pay gap is not the same as equal pay. It is a different but connected issue. Equal pay is the obligation that requires employers to give employees equal pay if they are employed to do like work irrespective of gender.

### Why are we reporting?

Regulations were introduced which placed reporting and publication obligations on both private and public sector employers with 250 or more employees to disclose their Gender Pay Gap.

We welcome the introduction of these regulations and are happy to comply with our requirements under them. Under the regulations, we are required to choose a snapshot date in June as the basis of our reporting, in our case, 30th of June 2023.

This report includes all relevant employees of Amber Petroleum Ltd on this date. Our report covers employees in the Republic of Ireland only.

### What is our gender pay gap?

Our Gender Pay Gap is **18%** mean and **31.3%** median. The primary reason for our gender pay gap is our organisational shape. Fewer females than males occupy the most senior roles in the company. Overall, 32.5% of our reportable population are males, and 67.48% are females. Their representation in each pay quartile is shown later in this report. It is quite evident that there are significantly more males than females represented in the Upper Middle and Upper pay quartiles.

### Do we have a gender bonus gap?

Our bonus gap is **18% mean**. 28% of males received a bonus and 8.6% females our bonus gaps are as a result of the majority of senior roles being occupied by more males. The most senior roles provide a larger overall bonus opportunity and therefore this is the core contributor to the gender bonus gap.

### BIK (Benefit in 2Kind) Proportions

7% of males received BIK and .45% of females.

### Quartiles

To create the quartiles all employees are ranked from lowest to highest hourly remuneration, this listing is then divided into quartiles. The proportion of males and females in each quartile is then calculated. Within our company as seniority increases, female representation decreases. This is reflected in our quartile representation. The pay gaps are likely to persist until there is a more balanced representation of males and females at every level in the company but particularly at more senior levels, where potential award is greater.

<b>Lower Quartile</b>	-
% Quartile 1 M	29.30%
% Quartile 1 F	70.60%
<b>Lower Middle Quartile</b>	
% Quartile 2 M	13.72%
% Quartile 2 F	86.27%
<b>Upper Quartile</b>	
% Quartile 3 M	64.10%
% Quartile 3 F	35.80%
<b>Upper Middle Quartile</b>	
% Quartile 4 M	73%
% Quartile 4 F	27.27%

### **Our Commitments**

Our pay gaps in 2023 offer an inflection point and opportunity to make change in Amber Petroleum Ltd with regards to our approach to Inclusion & Diversity (I&D) and gender balance. We are committed to gender equality across the company, and we are steadfast in our aim to reduce the gender pay gap.

We have identified that a core driver of our gap is the unequal distribution of males and females in our most functional roles within logistics, general and vehicle maintenance. We have already commenced to focus our efforts to drive proportionate representation of males and females at the most functional levels of the organisation.

Ensuring diverse senior leadership depends upon having diverse talent pipelines, from shop floor staff through to the boardroom. We will implement effective talent identification and succession planning to promote more females from within our business in addition to hiring female talent from the external market.

Amber Petroleum Ltd is committed to ensuring that I&D is incorporated into all aspects of our business. We are committed to creating an inclusive environment to ensure all colleagues feel like they belong because diverse perspectives enable better client outcomes.