



Amber Petroleum Ltd.

Gender pay gap reporting

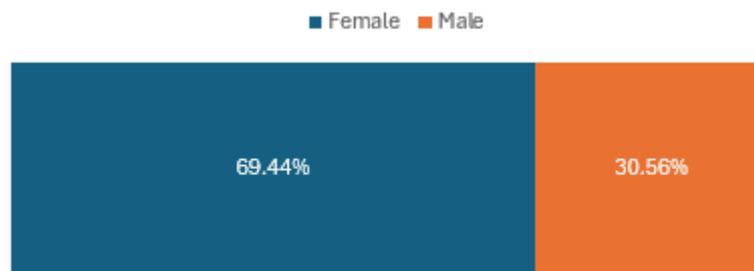
November 2025

Background

- The Gender Pay Gap Information Act 2021 was signed into law in Ireland on 13 July 2021. The Employment Equality Acts 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 came into operation on 31 May 2022. As an organisation with more than 50 staff members, we are required under the Gender Pay Gap Information Act 2021 to publish our gender pay figures. In accordance with the Regulations, our reporting includes the required data for full-time and part-time employees, including the mean and median hourly remuneration differences between male and female part-time employees.
- Amber Petroleum Ltd's gender pay gap data was captured on the snapshot date of 7th June 2025. At the time the data was collated, there were 324 staff members within our organisation.

Our gender pay gap

At the time the data was collated, Amber Petroleum Ltd had 324 staff members within our organisation.



The gender pay gap has been calculated using the mean and median as follows:

Mean pay gap: is the difference between the average gross hourly earnings of male and female expressed as a percentage of the average gross hourly earnings of a male staff member.

€15.20 is our average rate of pay
€14.83 is our average female rate of pay
€16.05 is our average male rate of pay

Median pay gap: is calculated by finding the midpoint in all staff members' hourly pay and discarding the lowest and highest rates of pay. In simple terms, it is often described as the 'middle' value of the data set.

Median Rate of Pay €13.50
Median Female €13.50
Median Male €13.93

Our Gender Pay Gap is **7.6%** mean and **3.1%** 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, 30.56% of our reportable population are males, and 69.44% are females. Their



representation in each pay quartile is shown later in this report. It is quite evident that there are more males than females represented in the Upper pay quartile.

Gender bonus gap

Our bonus gap is **6.8%** mean and **2.3%** median. 33.3% of males and 17.3% females received a bonus. Our bonus gap is a result of the majority of senior and operational roles being occupied by 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 Kind) Proportions

4% of males received BIK and 2.2% of females. A higher proportion of males received BIK compared to females, primarily due to the distribution of roles within the organisation. A greater number of males occupy senior or operational roles where company vehicles are commonly provided. These benefits are less prevalent in administrative or retail roles, where there is a higher proportion of female employees.

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.

Lower Quartile	2025
% Quartile 1 M	16.2%
% Quartile 1 F	83.8%
Lower Middle Quartile	
% Quartile 2 M	17.0%
% Quartile 2 F	83.0%
Upper Middle Quartile	
% Quartile 3 M	22.9%
% Quartile 3 F	77.1%
Upper Quartile	
% Quartile 4 M	60%
% Quartile 4 F	40%

Our Commitments

Amber Petroleum Ltd is committed to continuously address factors that impact pay equality negatively. Our people are our greatest strength and we take pride in the diverse and dedicated workforce that drives the success of our business.

The 2025 gender pay data highlights that female representation remains strong across the organisation, particularly in front-line retail roles which make up the largest portion of our workforce. We are especially proud of the continued growth in female participation at supervisory and management levels, with a notable increase in the number of women joining these roles in the past 12 months through both new appointments and internal promotions. This reflects meaningful progress toward achieving gender balance in leadership and decision-making positions.