

## Greenergy International Limited Gender pay gap reporting

April 2026

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### Background

- » Companies with more than 250 employees (as defined by PAYE groups) have a duty to report their gender pay gap to the government and publish it on their website by 4 April 2026.
- » Figures are based on a snapshot of ordinary pay on 5 April 2025, and full year of bonus payments for tax year 2024/25.

### Pay gap between male and female employees

	Mean	Median
Basic pay	<b>28.5%</b>	<b>26.5%</b>
Bonus	<b>59.5%</b>	<b>23.2%</b>

### Proportion of males and females in each pay quartile

	Female	Male
Upper	<b>21.0%</b>	<b>79.0%</b>
Upper middle	<b>32.8%</b>	<b>67.2%</b>
Lower middle	<b>48.4%</b>	<b>51.6%</b>
Lower	<b>51.6%</b>	<b>48.4%</b>
<b>Total</b>	<b>38.5%</b>	<b>61.5%</b>

### Proportion of males and females receiving a bonus payment

	Bonus
Female	<b>89.6%</b>
Male	<b>86.1%</b>