

## EnQuest Gender Pay Gap Reporting

### Introduction

Prepared following legislation that came into force in April 2017, the gender pay gap highlights EnQuest's gender pay balance by disclosing the difference in the average hourly rate of pay between male and female employees of the Company, expressed as a percentage of the average male earnings using a snapshot date of 5 April 2025.

### Our gender pay gap

When EnQuest published its first report on the gender pay gap in 2017, this highlighted a noticeable gap between what our male and female employees were being paid. Since then, the Company has worked hard on addressing and reducing the gap from a mean difference of men being paid 38.7% more in 2017 down to 20.5% in 2025.

Compared to 2024, our mean gender pay gap has decreased from 22.8% to 20.5% in 2025. Analysis of the pay quartiles indicates that this improvement is linked to shifts in the gender distribution across the pay structure during the year. In particular, the upper pay quarter has seen a notable increase in female representation. The proportion of women in this highest-paid quartile rose from 5.2% in 2024 to 9.7% in 2025, almost doubling compared with the previous year. Although the numbers remain relatively small, increased female participation at the most senior and highly paid levels has had a meaningful, positive impact on narrowing the overall gender pay gap.

### Putting it into context

It is encouraging to see our gender pay gap decrease in 2025. While this improvement is positive, we recognise that we still have more work to do to reduce the gap further. The underlying reasons for our gender pay gap remain broadly consistent with previous years:

- We continue to operate in an industry that historically has been heavily dominated by male workers. Since 2018, female representation across the Company has remained relatively static, as of April 2025 female employees formed around 16% of our UK workforce with 3% in our offshore location, 33% in Onshore roles and 7% at SVT. The offshore population which represents roughly one quarter (25%) of our total workforce continues to have very limited female representation, which has a significant impact on our overall gender balance and pay distribution.
- Given the above population breakdown, the more senior, and consequently higher paid, roles in the Company are typically occupied by males. Improving female representation in the industry and the Company will take time to filter through. Within EnQuest, we aim to recruit the best candidates for roles while

keeping in view our commitment to building a culture of inclusion and ensuring equality of opportunity.

The mean bonus gap narrowed significantly this year, while the median bonus pay gap shifted markedly in favour of female employees, indicating a positive movement in bonus outcomes for women. The improvement in the median figure is particularly noteworthy, as it reflects the typical bonus received rather than the influence of a small number of high earners.

Our gender pay data for 2025 (statutory reporting)

Table 1: Reportable pay and bonus gap

	<b>Mean</b>	<b>Median</b>
Pay Gap – 2025	20.5%	15.8%
	2024: 22.8%	2024: 19.1%
Bonus Gap – 2025	10.6%	-86.2%
	2024: 13.8%	2024: -68.8%

Table 2: Percentage of employees awarded a bonus

<b>Gender</b>	<b>%</b>
Male – 2025	97.9%
	2024: 96.2%
Female – 2025	98.6%
	2024: 87.5%

Table 3: Proportion of men and women in each pay quarters

<b>Quarter</b>	<b>MALES</b>		<b>FEMALES</b>	
	Employees	%	Employees	%
Upper pay quarter (75% - 100%) – 2025	102	90.2%	11	9.8%
	2024: 109	94.8%	2024: 6	5.2%
Upper middle pay quarter (50% - 75%) – 2025	101	86.7%	12	13.3%
	2024: 99	86.1%	2024: 16	13.9%
Lower middle pay quarter (25% - 50%) – 2025	98	86.7%	15	13.3%
	2024: 102	88.7%	2024: 13	11.3%
Lower pay quarter (0% - 25%) – 2025	80	70.8%	33	29.2%
	2024: 80	69.6%	2024: 35	30.4%
<b>TOTAL:</b>	<b>381</b>	<b>84.3%</b>	<b>71</b>	<b>15.7%</b>
	2024: 390	84.8%	2024: 70	15.2%

### Our ongoing action and goals

EnQuest remains committed to improving the diversity of our workforce and, in relation to gender, to increase representation at senior levels.

The Company first introduced a diversity policy in 2019 followed by a detailed strategy to specifically enhance diversity and inclusion in 2021. Separately, an employee-led diversity and inclusion group “EnQlusion” has continued to provide a platform for a broad spectrum of the workforce to feedback and make suggestions on this important subject.

Aligned to the FTSE Women Leaders recommendations (building on the Hampton-Alexander and Davies Reviews), EnQuest has voluntarily adopted targets to improve female representation in the Company by the end of 2026. Currently, EnQuest has more than 50% female representation on the Board of Directors and 29% female representation (2 women) on the Executive Committee. By the end of 2026, the Company aims to have at least 25% of senior roles filled by female employees (female representation in these grades (EQ3 and above) is currently 21.3%).

We are committed to improving our gender pay gap in 2026 and beyond. We will do this through continued focus on diversity and inclusion in all aspects of our business, fair and balanced recruitment and promotion processes and regular assessment of skills and capability to ensure we have the right people in the right roles regardless of gender, ethnicity or socio-economic background.

In 2026, we will maintain focus on:

- Improving gender balance in leadership roles across EnQuest and ensuring pathways to career progression are open to all employees.
- Taking appropriate action on the feedback received from our Employee Forum and EnQlusion group.
- Maintaining focus on diversity and inclusion in our recruitment strategies to ensure we attract talent from diverse backgrounds and continue to build a balanced workforce in the future.

Signed:



**Amjad Bseisu**  
Chief Executive Officer



**Gareth Penny**  
Chairman