

The background is a solid teal color with a subtle gradient. A large, light teal geometric shape, resembling a stylized arrow or a large 'Y' shape, is centered on the page. The shape is composed of several interconnected polygons, creating a modern, abstract design.

Gender Pay Gap Report

2025

As an employer with more than 250 employees, nexos is legally required to report its Gender Pay Gap. This information must be made publicly available on our website and submitted to the government.

The data presented reflects our position as of April 5, 2025.

The **mean hourly rate** represents the average hourly pay across the company. The **mean gender pay gap** shows the difference between the average hourly pay of women and men.

The **median hourly rate** is determined by arranging all employees' hourly wages from highest to lowest and selecting the wage of the person in the middle. The **median gender pay gap** reflects the difference between the median hourly pay of women and that of men.

Year	Headcount included in reporting	Gender distribution (as at snapshot date)	
		F	M
2024	387	58	329
2025	566	91	475

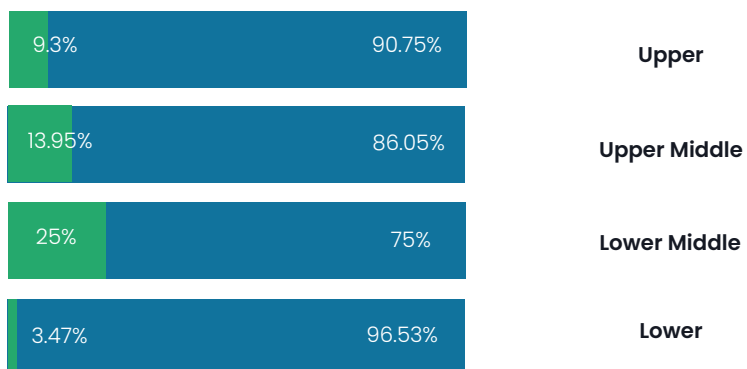
Mean + Median Gender Pay Gap

Mean Gender Pay Gap **1.5% higher**

Median Gender Pay Gap **13.3% lower**



Split by Gender for each Quartile



Bonus Pay

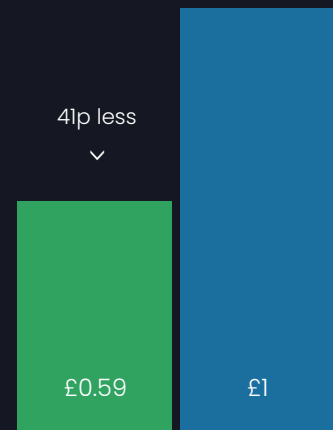
The Information below shows the mean and median bonus pay difference between male and female employees and the percentage of males and females who received “bonus pay”, as defined by the Regulations.

Mean Gender Pay Gap
13.19% lower

Median Gender Pay Gap
40.69% lower

Proportion of women and men
receiving bonus payments

19.5%  39.4% 



Explanation Of Results

The Gender Pay Gap at Nexos Solutions Limited continues to be influenced primarily by the gender distribution across various areas of the business, including offshore, site, workshop, and office-based roles. While we have seen a slight increase to female representation, males continue to represent a significant majority of the overall workforce (83.92%).

We have continued our ongoing initiatives aimed at attracting more female candidates to operational roles in an effort to address this imbalance. However, recruiting women into these positions has proven challenging, particularly in engineering and construction (offshore and site based roles) - areas that continue to have seen a high volume of recruitment over the past year.

In terms of hourly pay, our efforts to close the Gender Pay Gap has started to make traction where we now see a reduction in the median hourly pay from 24.4% to 13.3% lower than male's. This is a direct result of our work in the last year to begin to close the gap.

We have however seen a rise in the discrepancy in bonus pay between males and females, with a rise from 25% lower to 40.69% lower. But the proportion of males and females who received a bonus in this period have increased from 3% to 19.5% of females and 2.9% to 39.4% of males. During this reporting period a large percentage of our offshore population, predominately males, received a continuity bonus which has impacted the previous years progress in this area. Our bonuses mechanism is still generally calculated as a percentage of annual salary, the Bonus Pay Gap also reflects the existing disparities in base pay levels between male and female employees.

Company Commitment

At nexos, we recognise the importance of diversity across all areas of our business. We are committed to addressing the Gender Pay Gap and ensuring equal opportunities for all. As we continue our transition into the new energy sector while still maintaining our roots within brownfield operations, our goal remains to attract and retain top talent by selecting the most qualified individuals for each role, regardless of gender.

During the reporting period, nexos has continued to undergo significant organisational changes within the leadership team. These changes continue to accompany key personnel shifts that reinforce our ongoing commitment to diversity and gender equality.

We have also kept on track with our focus on employee development. Targeted career development sessions are now in place, encouraging individuals to work with their line managers to explore growth opportunities within the business. A new online tool has been built to facilitate these conversations on a regular basis. From a leadership perspective, we continue to hold monthly discussions to review internal talent and support succession planning, helping to ensure a strong and inclusive pipeline for future promotions. We have ran a second emerging leaders' program which had 69% female participants, an increase on the previous years numbers.

The company continues to review and develop new ways of working, along with supportive policies and practices, to help employees achieve their ideal work-life balance through a flexible hybrid working model.

Statement

We continue to recognise that more must be done - at every level of our organisation - to promote women into leadership roles where they can influence the decisions that shape our gender pay gap. We understand and value the critical contributions women make to our business. As we voluntarily report our gender pay gap across our business, we are committed to addressing the inequalities that persist, particularly in traditionally male-dominated areas of the energy sector. We must ensure that these industry-wide disparities do not perpetuate inequality within our own organisation.

I can confirm the gender pay gap information contained in this report is accurate and has been produced in accordance with the Regulations.



Scott McGinigal
Chief Executive Officer