

# GENDER PAY GAP REPORT

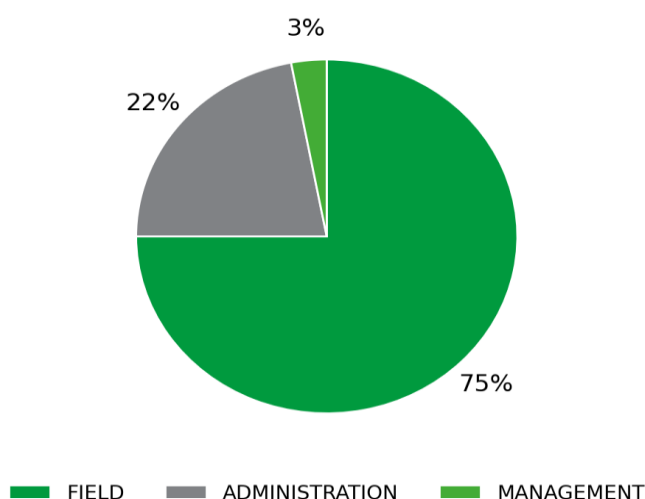


CAN OFFSHORE's gender pay gap is strongly influenced by the salaries and gender make-up of its Field Engineers community, which makes up over 75% of its total employees. Field Engineers are predominantly male and their higher salaries, relative to other employees, significantly increase the average male pay at CAN OFFSHORE.

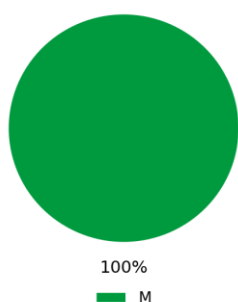
CAN OFFSHORE is seeking to encourage more women into field engineer positions.

## CAN (OFFSHORE) LTD COMMUNITIES

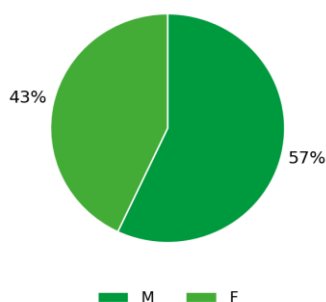
### CAN EMPLOYEES BY COMMUNITY



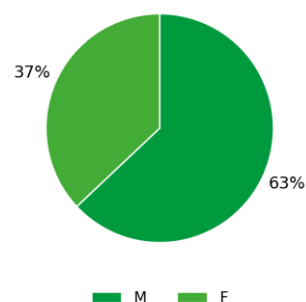
#### FIELD PERSONNEL



#### ADMINISTRATION



#### MANAGEMENT



**Salaries for project engineers and field engineers are qualification based and female engineers are paid**

**100%**  
**of their male equivalents**

Pay data for UK employees from the 'pay period' including 5th April 2025 (i.e. payments made in the month of April 2025), as specified by the UK regulators.

The pay calculations are based on FTE adjusted total pay received in the month of April 2025 and include basic pay, field allowances, uplifts and bonus payments (on a pro rata basis). The calculations exclude any overtime payments.

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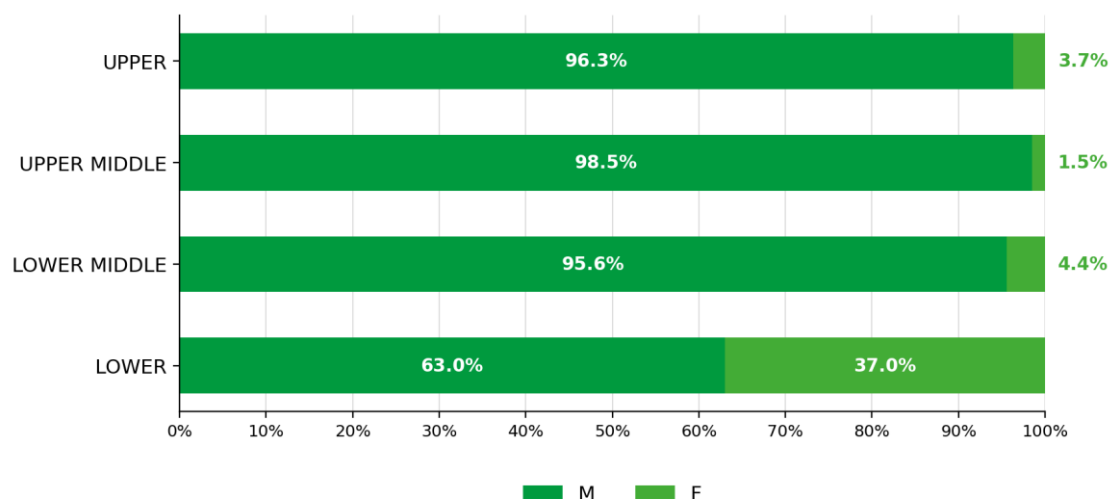


## PAY GAP AND BONUS

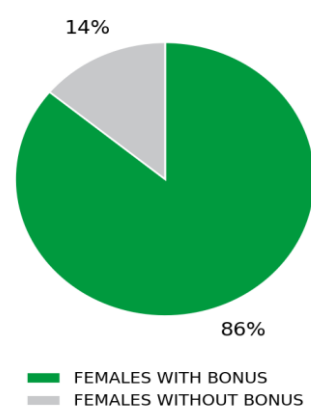
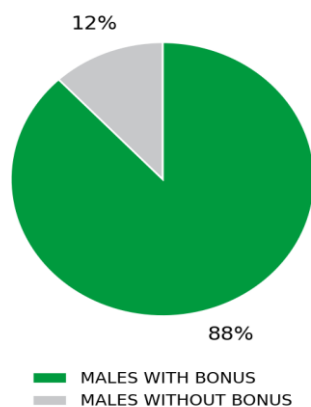
DIFFERENCE BETWEEN MALE AND FEMALE UK EMPLOYEES

|                    | Mean | Median |
|--------------------|------|--------|
| Hourly rate of pay | 34%  | 41%    |
| Bonus pay          | 61%  | 50%    |

## PROPORTION OF MALE AND FEMALE UK EMPLOYEES ACCORDING TO QUARTILE PAY BANDS



## PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY



Confirmed as accurate by Innes Walker, Group Director, April 2026