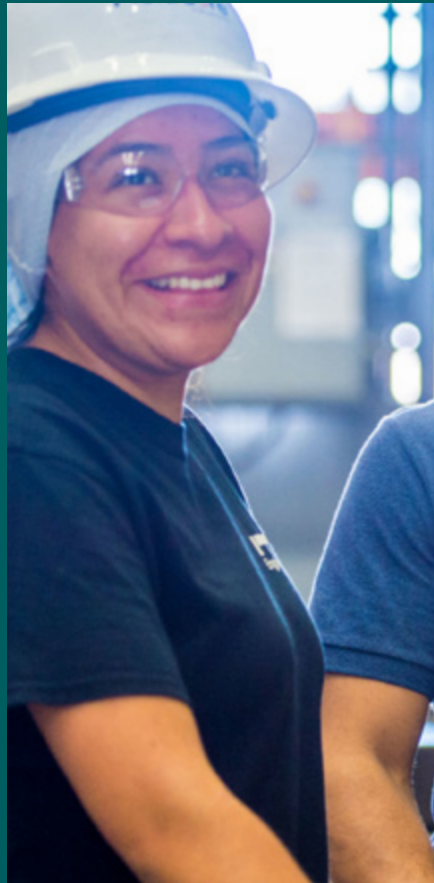




GE VERNOVA

2024 GENDER PAY GAP REPORT

UNITED KINGDOM



GE VERNOVA WAY

We drive **INNOVATION** in everything we do to **electrify and decarbonize** the world.

We **serve our CUSTOMERS** with pride and a focus on mutual success and long-term impact.

We challenge ourselves to be better everyday. **LEAN** is how we work.

We break boundaries and cross borders to win as **ONE TEAM.**

We are **ACCOUNTABLE** individually and collectively to deliver on our purpose and commitments.



GE VERNOVA

WHAT IS THE GENDER PAY GAP AND HOW IT IS DIFFERENT TO EQUAL PAY?

Gender Pay, as defined by the UK Government Equalities Office, measures the difference between the average and median pay of all men and women in a company. It is important to understand that Gender Pay is not the same as Equal Pay. Equal Pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

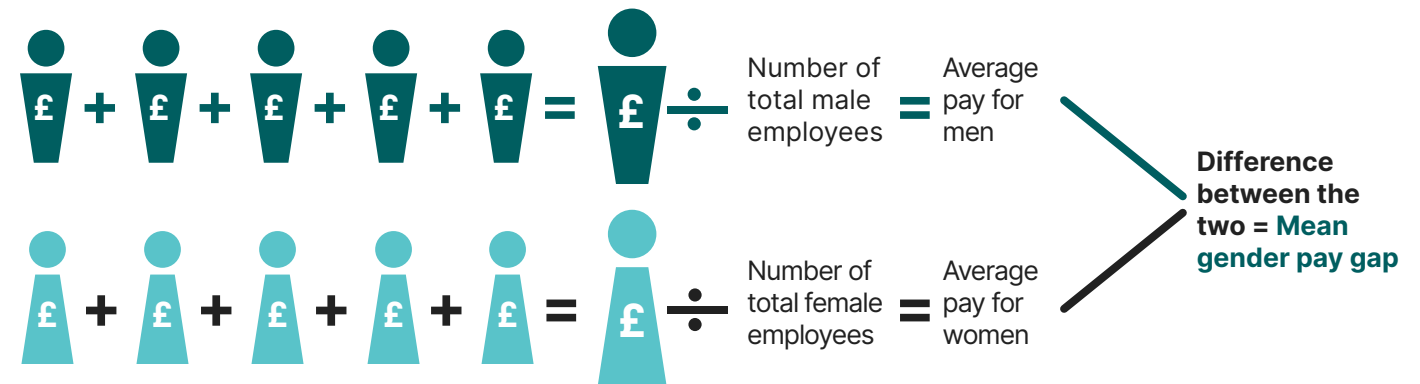
WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference in earnings of men and women across the UK organisation.



MEAN GENDER PAY GAP

The mean gender pay gap is the difference in the average hourly pay for women compared to men.



MEDIAN GENDER PAY GAP

The median is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



CREATING AN INCLUSIVE ORGANIZATIONAL CULTURE

At FieldCore, we believe success happens when employees from **many different backgrounds, cultures and viewpoints** feel free to suggest ideas, voice opinions and openly collaborate on solutions.

We strive to foster and nurture an organizational culture that is **Unique** and **Inclusive**. To help achieve that, we're committed to **increasing the number of women among the ranks of all our employees, and specifically in the field.**

We understand that this is key to creating innovative solutions for customers and moving our business forward.

By focusing our attention on creating an **inclusive culture**, offering benefits that lead to **better work/life harmony** and **developing future women leaders**, we aim to close the gender pay gap.

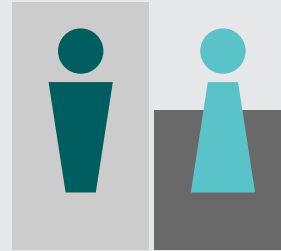
We're **partnering with schools** to encourage young girls to pursue careers in science, technology, engineering and math. Where possible, we offer **flexible working arrangements** that help both women and men balance their personal and family commitments with work commitments. We work to attract the best, most diverse talent for roles across the organization, and have robust talent processes and committed people leaders to ensure we're supporting that talent in growing and developing their skills to advance up through the organization.



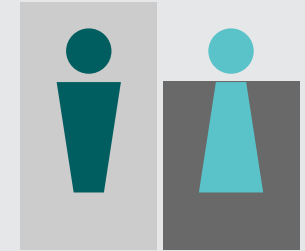
GENDER PAY GAP AND GENDER PAY BONUS PAY GAP RESULTS

PAY GAP

Male employees earn on average (MEAN) **40%** more than female employees



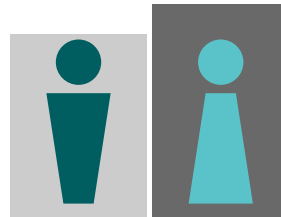
Male employees earn **34%** more than female employees (MEDIAN)



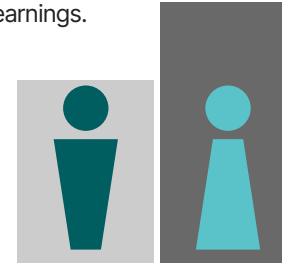
Number of employees in April 2023 - Female: 26; Male: 269

BONUS

Average (mean) female bonus earnings are **5%** higher than male bonus earnings



Median female bonus earnings are **274%** higher than male bonus earnings.

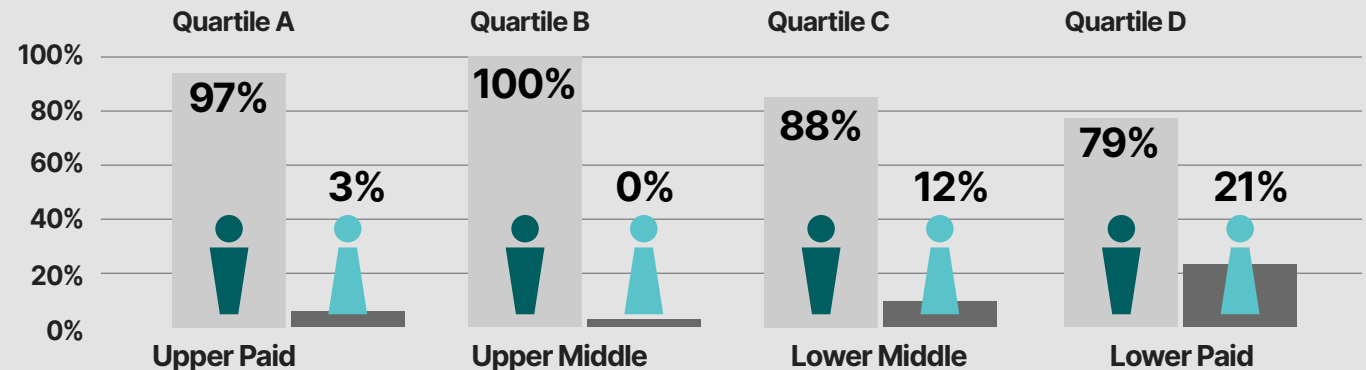


Proportion of males and females receiving a bonus payment

MALE 43% **FEMALES 70%**



GENDER BREAKDOWN PER PAY QUARTILE



HOW TO UNDERSTAND THE DATA

At FieldCore, and our parent company GE Vernova, we are passionate about having diverse employee representation and participation across all organisational levels.

FieldCore's 2023 Gender Pay report reveals there has been an increase in the average Gender Pay gap (16% to 40%) and in the median Gender Pay gap (24% to 34%). The average Gender Pay bonus gap has however reduced (17% to -5%) as has the median gender pay bonus gap (44% to -274%).

Similar to previous years **we have fewer female employees in field based roles which, by design, have a greater proportion of variable payments (such as Overtime and Travel/Shift Allowances) as part of their total remuneration.**

Also, the data used to generate the results includes every employee within our UK entity including a **high number of contingent employees** who are not employed

by FieldCore on a full time basis. With the majority of our female employees being in office based staff roles it means there is a smaller range of employees with the majority entitled to bonuses whereas the male population is larger with a greater range with fewer bonus eligibility.

When looking at the gender breakdown per pay quartile the graphics indicate males outnumber females however with FieldCore being a global organisation we have middle and senior management spread across many European countries and not just based in UK. This is evidenced by the fact that **16% of our European workforce at Senior Manager, Director and Executive level is female and 34% of our middle management workforce in Europe is female.**

INITIATIVES WE ARE UNDERTAKING TO ENSURE A MORE DIVERSE AND INCLUSIVE WORKFORCE

We continued our commitment for gender equality and workforce diversity in 2023 by undertaking initiatives both globally and in the UK. Some of the activities are as follows;

- Hosted a global Women's Network conference that was focused on equipping members with career and personal development advice
- Recognition program to promote diversity and inclusion practices that honored leaders that actively supported DEI
- Continuation of the mentorship program for women, Office hours conversations with female leaders and Connections programs through the 10k coffees platform
- Attending STEM events with universities in UK to meet with females studying a STEM qualification and discuss career opportunities within FieldCore and GE Vernova
- Mental health first aid training rolled out to field and staff employees
- Implemented an absence management policy equipping people leaders with necessary tools to support employees rehabilitation
- Partnering with schools and colleges in UK, Spain, Italy and Croatia to showcase careers in engineering
- Successfully piloted apprenticeship program with plans for 2024 to expand within UK as well implement across EU
- First ever field internship where we successfully focused on female engineers
- Continued quarterly newsletter issued to all UK employees linking to wellbeing calendar where we spotlight physical and mental health support and services offered internally as well as externally



Paul Donnelly
General Manager, Europe

2023 saw us take strides in creating a more diverse and inclusive workforce with our **Early Careers Programme** as well as our **field internships** being rolled out in UK.

These initiatives are very specific investments on our part to help shape the energy industry as well as build a strong workforce that has career longevity. Our aim is to continue both of these programmes in 2024 across multiple countries.

Globally we ran numerous initiatives through our **Women’s Network** giving our female employees the opportunity to learn from external sources, knowledge share and build sustainable networks all to aid them in their personal and professional life.

As an industry we all need to participate to highlight the benefit of **careers in the engineering** industry and across UK and Europe we have had many teams attending schools, colleges and universities to meet and talk with students studying STEM topics and to showcase what a career in engineering could look like.

Employing Entity	FieldCore Service Solutions LLC
Mean hourly pay difference between M/F employees (%)	40%
Median hourly pay difference between M/F employees (%)	34%
Proportion of M/F employees in upper quartile (A) (%)	97% / 3%
Proportion of M/F employees in upper middle quartile (B) (%)	100% / 0%
Proportion of M/F employees in lower middle quartile (C) (%)	88% / 12%
Proportion of M/F employees in lower quartile (D) (%)	79% / 21%
Mean bonus payment difference between M/F employees (%)	-5%
Median bonus payment difference between M/F employees (%)	-274%
The director listed has confirmed that this report is accurate	Paul Donnelly, General Manager, Europe