



GE VERNOVA

2024 GENDER PAY GAP REPORT

UNITED KINGDOM



OUR **GE VERNOVA** WAY

The energy to change the world

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 every day

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

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.

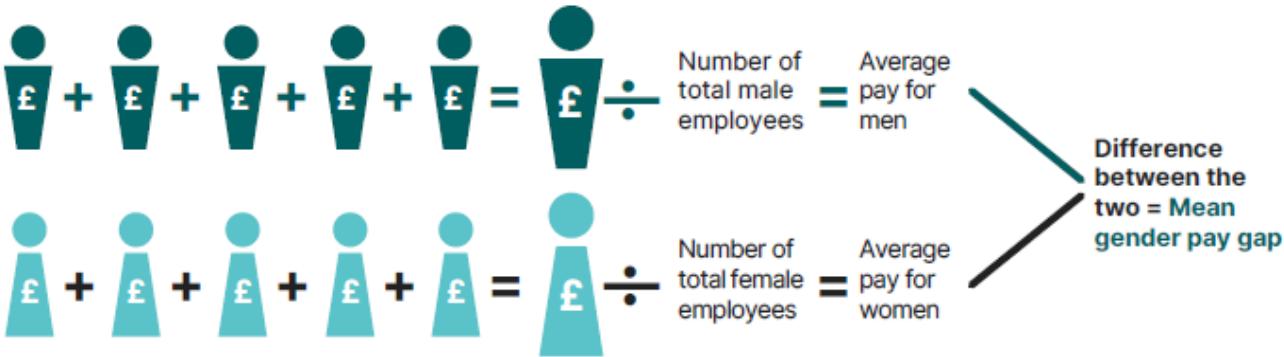
WHAT IS THE GENDER PAY GAP?

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



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 BONUS PAY GAP RESULTS

PAY GAP

Male employees earn on average (mean) **27%** more than female employees



Male employees earn on **31%** more than female employees (median)



Number of employees in April 2024 - Female: 22, Male: 202

BONUS

Average (mean) male bonus earnings are **20%** higher than female bonus earnings



Median male bonus earnings are **1%** higher than female bonus earnings



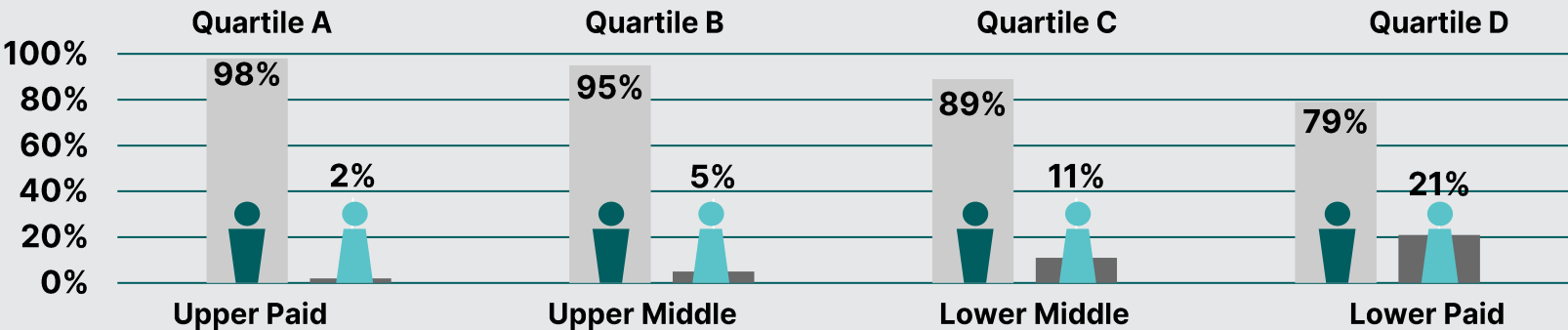
Proportion of males and females receiving a bonus payment

**Male
52%**

**Female
71%**



GENDER BREAKDOWN PER PAY QUARTILE



HOW TO UNDERSTAND THE DATA

FieldCore sits within GE Vernova's Gas Power One Field Services team, and we are passionate about having diverse employee representation and participation across all organisational levels.

FieldCore's 2024 Gender Pay Gap Report shows a decrease in both the average gender pay gap (40% to 27%) and the median gender pay gap (34% to 31%). However, the average gender bonus gap has increased (-5% to 20%) as has the median gender pay bonus gap (-274% to 1%).

Similar to our 2023 report, 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. The data contained within this report only looks at UK therefore does not include the females across Europe who are working at middle and senior management level. During 2024 we have increased the number of females at Senior Manager, Director and Executive level (18% which is an increase from 16%) and middle management (36% which is an increase from 33%).

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

We continued our commitment for gender equality and workforce diversity in 2024 by undertaking initiatives both globally and in the UK. Some of the activities are as follows;

- Continued to build on our successful Early Careers Program (ECP) in UK by hiring a second cohort of Mechanical apprentices as well as hiring our first cohort of Winder apprentices. We also started ECP's in Italy, Spain and Croatia.
- On the back of our efforts in 2023 where we visited many schools, colleges and Universities across Europe to promote careers in engineering, we successfully hired 7 females in our ECP during 2024
- Our Women's Network ran a calendar of events throughout the year to encourage connection and development including hosting events to celebrate Women in Engineering day, Women's History month as well as continuing to offer coffee talks
- Grew our mental health support by introducing monthly webinars to all employees with a focus on specific health and wellbeing topics each month
- Carried out a deep dive of males and females in the same pay grade and job role
- Building succession plans and training opportunities to promote and grow internal female talent
- Maintained our presence at events with school, college and University leavers to showcase a career in field services and engineering



GE VERNOVA



Paul Donnelly

General Manager, Europe

It is inspiring to see that the investment we put into our many diversity and inclusion initiatives across 2023 has led to the hiring of several female candidates across Europe during 2024. Having a diverse workforce brings some real advantages to all of us, including a different perspective on how we do things. This is something that we will continue to focus on in 2025 to help our business adapt and grow but we are also playing a part to help sustain the overall engineering industry.

I'm pleased to see the average gender pay gap has reduced. As an organization we will continue to monitor this as well as ensuring we keep a focus on opportunities to create sustainable work life balance for all of our employees.

| Employing Entity | FieldCore Service Solutions LLC |
|--|---|
| Mean hourly pay difference between M/F employees (%) | 27% |
| Median hourly pay difference between M/F employees (%) | 31% |
| Proportion of M/F employees in upper quartile (A) (%) | 98% / 2% |
| Proportion of M/F employees in upper middle quartile (B) (%) | 95% / 5% |
| Proportion of M/F employees in lower middle quartile (C) (%) | 89% / 11% |
| Proportion of M/F employees in lower quartile (D) (%) | 79% / 21% |
| Mean bonus payment difference between M/F employees (%) | 20% |
| Median bonus payment difference between M/F employees (%) | 1% |
| The director listed has confirmed that this report is accurate | Paul Donnelly, General Manager, Europe |