



CoolPlanet Gender Pay Gap Report

November, 2025

What is the Gender Pay Gap statutory reporting?

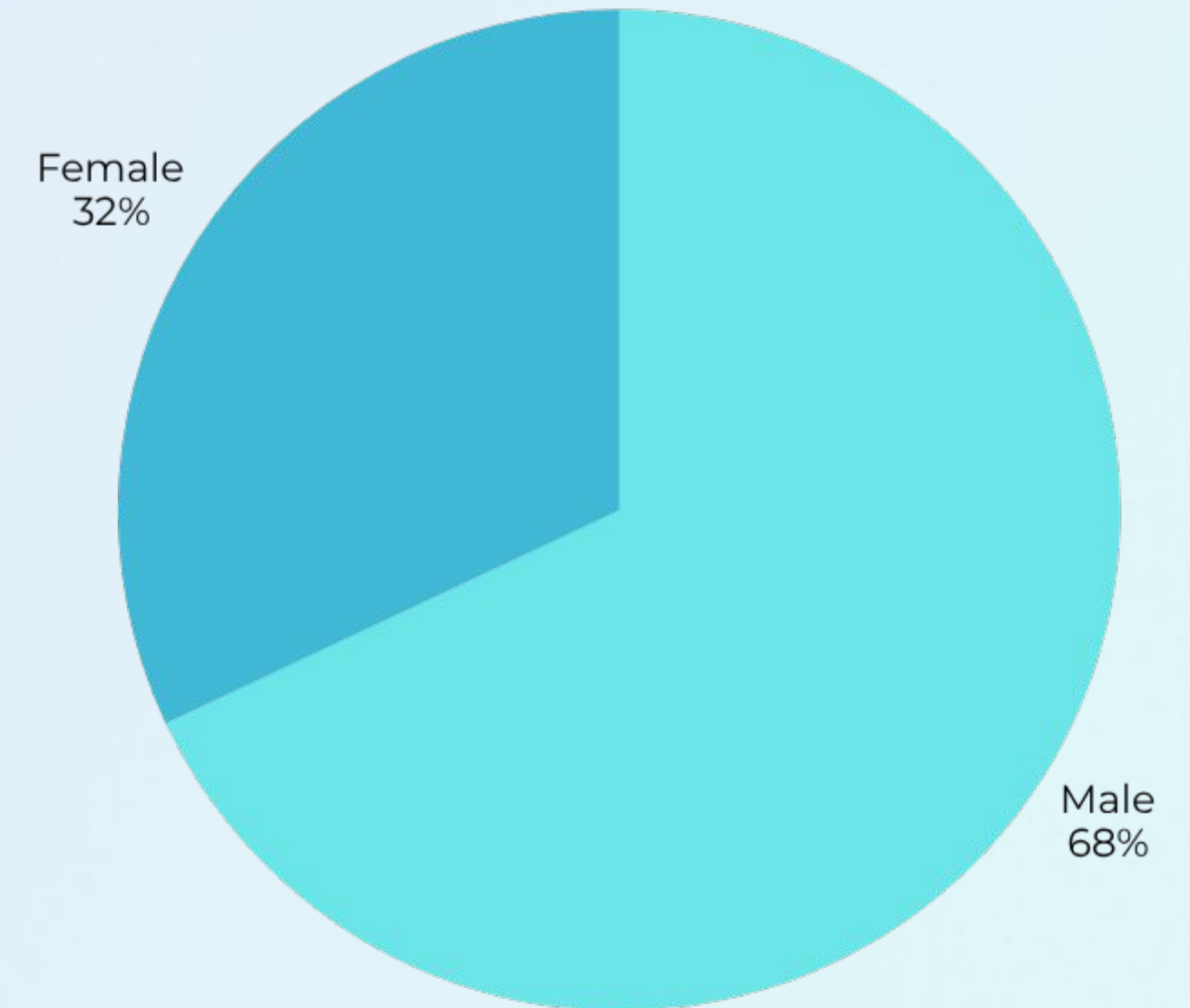
The gender pay gap, not to be confused with the issue of equal pay, shows the difference in the Mean (average) and Median hourly rate of pay between women and men in an organisation, expressed as a percentage of average male earnings. Organisations are required to follow a calculation methodology set out by the Gender Pay Gap Information Act 2021 to report their mean and median pay gaps across a number of data sets;

There are seven reporting requirements:

1. The mean and median pay gap in hourly pay between male and female employees
2. The mean and median pay gap in hourly pay between part-time male and female employees
3. The mean and median pay gap in hourly pay between temporary male and female employees
4. The mean and median bonus pay gap between male and female employees
5. The percentage of male and female employees who received bonus pay
6. The percentage of male and female employees who received benefits-in-kind
7. The percentage of male and female employees in each of the four pay band quartiles

CoolPlanet is a sustainability and decarbonisation solutions company helping businesses achieve net-zero goals. As part of the Engineering and Software sector, CoolPlanet is proud to publish its 2025 Gender Pay Gap Report.

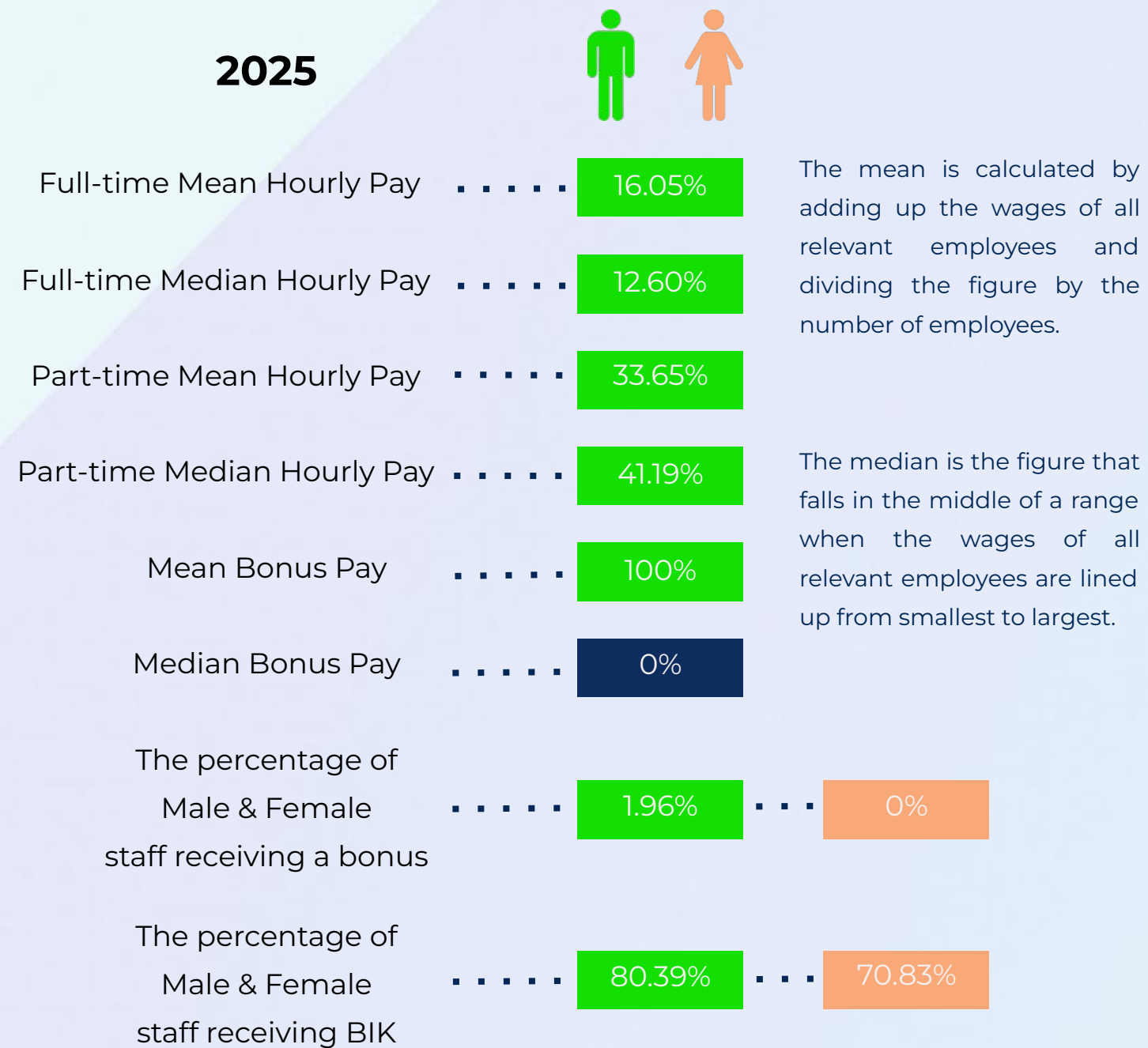
This report covers the 12 months leading up to 30 June 2025 and reflects data for all relevant employees on that snapshot date.



Our Gender Split

WHAT IS OUR GENDER PAY GAP SHOWING?

Gender Pay Gap Reporting



Overall Pay Gap

Our Mean Hourly Pay gap stands at 16.05%. This represents a divide due to our industry being primarily Engineering. We are taking steps to change over the coming years.

CoolPlanet has a relatively small number of employees working part-time, which impacts the results, creating a mean part-time pay gap of 33.65% and a median gap of 41.19%. This gap is primarily due to men being in technical experience and senior roles, versus a higher proportion of women employed in lower-level positions.

Bonus

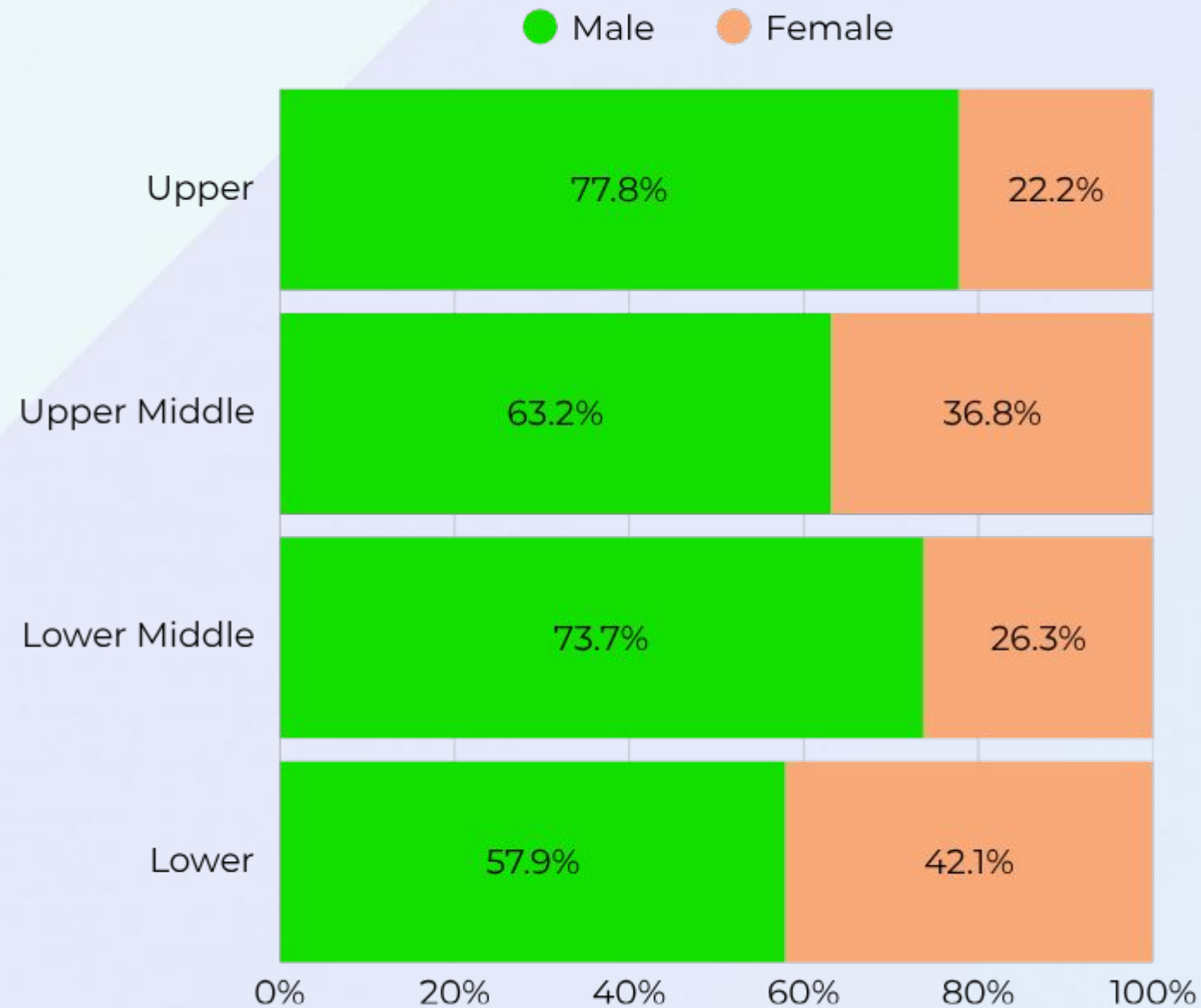
Bonus payments were small during the reporting period, with only 1.96% of men and no women receiving a bonus. This results in a mean bonus gap of 100% but a median bonus gap of 0%.

Benefits-in-kind

Benefits-in-kind are widely provided to employees equally, with 80.39% of men and 70.83% of women receiving them.

ORGANISING EMPLOYEES INTO QUARTILES

Gender Pay Gap Reporting



The data shows that CoolPlanet's gender pay gap is influenced primarily by workforce composition and the distribution of roles across the organisation which is consistent with sector trends

The proportion of men and women in each pay band is determined when hourly remuneration is divided into four equal groups.

Women represent 22% of employees in the upper pay quartile, reflecting underrepresentation in senior and higher-paid roles compared to women being more represented in the lower and upper-middle quartiles.

ACTIONS WE ARE TAKING

- As Engineering remains a male-dominated industry, we will continue to embed diversity and inclusion in recruitment processes. We are committed to promoting D&I throughout CoolPlanet and ensuring our commitment to make this a core pillar of our culture.
- Part of our learning and development, CoolPlanet continues to offer Leadership Development programmes. This helps to bridge that gap for Women in Leadership whilst also enforcing our commitment to create equal opportunities throughout.
- We are committed to providing flexible working arrangements to support Women's access to senior and technical roles, aiming to level our gender balance.
- CoolPlanet will continue monitoring the gender balance across the organisation and reviewing pay data annually to reduce our gap.