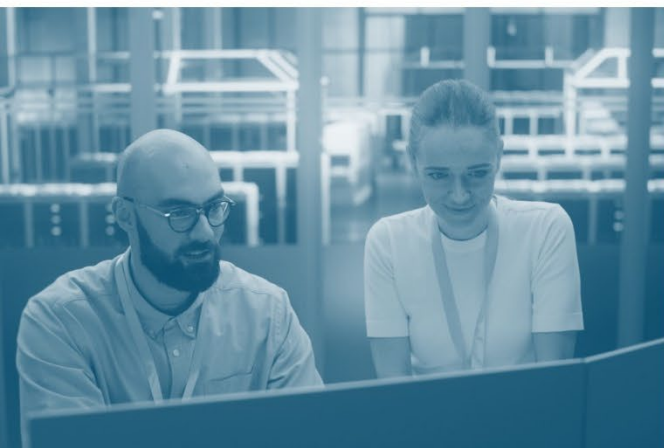




UK GENDER PAY GAP REPORT 2025



Vantage Data Centers UK Gender Pay Gap Reporting at 5 April 2025

1. Introduction and Background

Vantage Data Centers powers, cools, protects, and connects the technology of the world's well-known hyperscalers, cloud providers and large enterprises. Developing and operating in North America, Europe, Africa and Asia Pacific, Vantage has evolved data center design in innovative ways to deliver dramatic gains in reliability, efficiency and sustainability in flexible environments that can scale as quickly as the market demands.

Vantage Data Centers, UK employs 417 employees and is committed to being a workplace of inclusivity, equal opportunity, respect and acceptance. We believe that a wide array of perspectives will enable our business to be more effective, more creative, and more relevant. By creating a culture of opportunity and inclusivity, we encourage and support our employees to achieve their full potential.

*Our global workforce composition is approximately
72.5% male, 25.3% female, 2.2% not declared.*

*Our UK workforce composition is approximately
71.2% male, 28.1% female, and 0.7% not declared.*

We are currently not in a position to provide qualified data with regards to ethnicity pay gaps. Whilst we can ask employees to disclose certain confidential personal data, we cannot compel an employee to declare their race or ethnicity (this has to be provided voluntarily). We strive to maintain a culture where employees feel comfortable voluntarily and confidentially disclosing ethnicity.

2. Equal Pay and the Gender Pay Gap

The gender pay gap and equal pay both deal with pay disparity at work, but they are not the same.

Equal pay means that individuals performing equal work, or work of equal value, must receive equal pay when taking into consideration seniority, experience, qualifications, and performance. Equal pay has been a legal requirement for decades and is currently covered by the Equality Act 2010. It applies to salary and all contractual terms and conditions of employment, such as holiday (entitlement),

bonuses, pay and reward schemes, and pension (payments). Vantage is committed to equal pay at all levels.

The gender pay gap measures the difference between men and women’s average earnings in an organisation. **It does not take into account people’s roles or seniority.** An employer with an effective equal pay policy can still have a gender pay gap. For example, this can happen if more women are in lower paid jobs in the organisation and more men are in higher paid jobs.

3. Our Mean and Median Pay Gap

The gender pay gap has been reported by Vantage since 2023 when we reached the threshold for reporting. We have seen a decrease in our pay gap since our last report date 5 April 2024. This report’s snapshot date is 5 April 2025.

Our median average hourly pay gap is now 18.3% in favour of men, this was 21.2% last year. Our mean hourly pay gap is now 13.55% in favour of men. This measure was 13.6% last year.

Results

| HOURLY PAY GAP | | HOURLY PAY QUANTILES: Gender Distribution | |
|-----------------------|--------|--|--------|
| | 2025 | | 2025 |
| | | Male | Female |
| Mean hourly pay gap | 13.55% | Upper (highest paid) | 80.6% |
| Median hourly pay gap | 18.30% | Upper middle | 78.6% |
| | | Lower middle | 55.3% |
| | | Lower (lowest paid) | 72.1% |

| BONUS PAY GAP | | Proportion of employees who received bonus pay | |
|----------------------|--------|---|-------|
| | 2025 | | 2025 |
| Mean bonus pay gap | 32.76% | Male | 90.0% |
| Median bonus pay gap | 16.83% | Female | 95.0% |

Vantage’s base salaries are ascertained using gender-neutral skill and industry-based benchmarks, and they are gender neutral.

The data demonstrates the pay gap due to lesser proportion of women in higher paying roles as well as in the organisation generally, rather than due to pay being different for similar roles. The Vantage mean pay gap of 13.5% is slightly smaller than the average gender pay gap for UK tech companies in our sector, and slightly greater than the UK national average gender pay gap.

4. Action Plan to address the Gender Pay Gap

We are committed to reducing, and subsequently closing, any identified gender pay disparity through talent acquisition practices, learning and development for employees, and other interventions including support and benefits, all of which promote equal employment opportunity for all candidates and employees:

A. Talent acquisition practices

- Use of gender-neutral job descriptions
 - Vantage utilises a specialist software designed to remove bias in role vacancy adverts; all job descriptions are loaded to the software and edits are incorporated.
- Widely sourcing for talent
 - The Vantage talent acquisition team casts a wide net for the best global talent including broadly advertising vacancies to promote a deep pool for selection

B. Targeted Learning & Development Initiatives

- *Leadership development*
 - Vantage continually evaluates and deploys equal opportunity mentoring, coaching and leadership development interventions, including relating to outcome-driven performance
- *Selection and interview techniques*
 - Hiring managers are coached on selection & interview techniques designed to remove bias

C. Other interventions

- *Benefits and wellbeing*
 - Vantage continually reviews and updates flexible working and parental leave policies
- *Employee affinity groups*
 - Vantage encourages the next generation of talent and supports all groups through our affinity groups, including the EMEA chapter of the Vantage Women's Network
- *Participation in relevant industry groups*
 - Vantage supports various industry groups such as Infrastructure Masons Women, Women in Construction, and the 'She can engineer' initiative to provide support and engagement for women in the telecommunications infrastructure industry.

Submitted by Vantage Data Centers, UK



Rae Avatar Barnett, Vice President, People and Culture, EMEA
April 5, 2026

APPENDIX 1: Data & Methodology

Methodology

The table below sets out further information on the data and methodology used to calculate the disclosure figures.

| Component | Regulatory guidance | Relevance to Vantage's calculations |
|--|--|--|
| Snapshot date | 5 th April 2025 | Impacts on the items below. |
| Relevant employees <i>Bonus pay figures</i> | Any person employed by the relevant employer on the snapshot date. | Our calculations include 414 relevant employees. These individuals have been identified based on the start and leave dates in the data provided, excluding 3 employees due to omission of gender and relevant payroll data. |
| Full-pay relevant employees <i>Hourly pay figures</i> | Any relevant employee who is not, during the relevant pay period, on a reduced pay as a result of leave. | Our calculations include 413 full-pay relevant employees, which is based on the relevant employees above, excluding 3 employees due to omission of gender and relevant payroll data. |
| Hourly pay period <i>Hourly pay figures</i> | The pay period including the snapshot date, where weekly, fortnightly, monthly or other period. | We have based our figures on the monthly payroll data provided. Treatment of each individual pay element can be found below. |
| Bonus pay period <i>Bonus pay figures</i> | The period of 12 months ending with the snapshot date. | We have based our calculations on the annual bonus data provided. Bonus schemes included below. |
| Hours <i>Hourly pay figures</i> | For all working employees, this is the employee's weekly contractual hours on the snapshot date. | We understand that employees have either a 37.5 contractual hours or 44 hours with the exception of 5 part time employees, where their contractual hours have been taken into account. |

Pay and bonus element treatment

The tables below sets out the treatment of individual pay elements in our calculation of the gender pay gap figures.

| Pay elements included | Indicators of reduced pay as a result of leave |
|-----------------------|---|
| Basic salary | EV salary sacrifice |
| Car allowance | Nursery salary sacrifice |
| Holiday pay | SS-EE pen |
| On call allowance | In lieu of pension |
| Cycle to Work scheme | |
| | Excluded pay elements |
| | All total fields e.g. total gross pay, net pay, total deductions |
| | All tax fields e.g. tax, employer costs, employee and employer national insurance |
| | All deductions e.g. student loan payments, postgraduate loan, priority AEO |
| | All employer salary sacrifice items e.g. EE Pen-ER, CCV-ER, Cycle to Work-ER |
| | Overtime |
| Bonus elements | |
| Annual bonus | Management bonus |
| Referral bonus | Wellness bonus |
| Sign on bonus | Commission payments |

APPENDIX 2 - Prior Year Results:

| Hourly pay gap | 2024 | 2025 | Change |
|-----------------------|-------|--------|---------|
| Mean hourly pay gap | 13.6% | 13.55% | (0.05%) |
| Median hourly pay gap | 21.2% | 18.3% | (2.9%) |

| Bonus pay gap | 2024 | 2025 | Change |
|----------------------|-------|-------|---------|
| Mean bonus pay gap | 59.3% | 32.7% | (26.6%) |
| Median bonus pay gap | 33.9% | 16.8% | (17.1%) |

| Hourly pay gap | 2023 | 2024 | Change |
|-----------------------|-------|-------|--------|
| Mean hourly pay gap | 18.4% | 13.6% | (4.8%) |
| Median hourly pay gap | 28.6% | 21.2% | (7.4%) |

| Bonus pay gap | 2023 | 2024 | Change |
|----------------------|-------|-------|--------|
| Mean bonus pay gap | 55.6% | 59.3% | 3.7% |
| Median bonus pay gap | 8.3% | 33.9% | 25.6% |

| Hourly pay quartiles: Gender Distribution | 2024 | | 2025 | | Change | |
|--|-------|--------|-------|--------|--------|--------|
| | Male | Female | Male | Female | Male | Female |
| Upper (highest paid) | 79.1% | 20.9% | 80.6% | 19.4% | 0.5% | (0.5%) |
| Upper middle | 78.0% | 22.0% | 78.6% | 21.4% | 0.6% | (0.6%) |
| Lower middle | 64.3% | 35.7% | 55.3% | 44.7% | (9.0%) | 9.0% |
| Lower (lowest paid) | 66.3% | 33.7% | 72.1% | 27.9% | 5.8% | (5.8%) |

| Proportion of employees who received bonus pay | 2024 | 2025 | Change |
|--|-------|-------|--------|
| | Male | 91% | 90.0% |
| Female | 87.0% | 95.0% | 8.0% |

| Hourly pay quartiles: Gender Distribution | 2023 | | 2024 | | Change | |
|--|-------|--------|-------|--------|--------|--------|
| | Male | Female | Male | Female | Male | Female |
| Upper (highest paid) | 83.6% | 16.4% | 79.1% | 20.9% | (4.5%) | 4.5% |
| Upper middle | 81.8% | 18.2% | 78.0% | 22.0% | (3.8%) | 3.8% |
| Lower middle | 63.6% | 36.4% | 64.3% | 35.7% | 0.7% | (0.7%) |
| Lower (lowest paid) | 74.6% | 25.4% | 66.3% | 33.7% | (8.3%) | 8.3% |

| Proportion of employees who received bonus pay | 2023 | 2024 | Change |
|--|-------|-------|--------|
| | Male | 84.2% | 91.0% |
| Female | 80.0% | 87.0% | 7.0% |