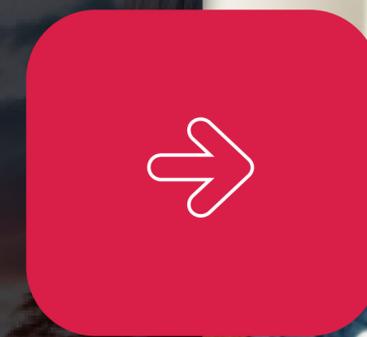




GENDER PAY GAP

REPORT 2025



most connected EV charging network



About **Us**

EZO operates over 5,900 electric vehicle (EV) chargers across more than 2,100 locations in the UK and Ireland.

Founded in 2018 and headquartered in Maynooth, Ireland, the company delivers fast, reliable direct current (DC) charging to over 110,000 EV drivers and works with partners such as ESB and Ionity to improve network accessibility and interoperability.

WHAT IS THE GENDER PAY GAP REPORT ?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

For the gender pay gap report EZO chose the snapshot date of the 28th June 2025. Our reporting period is between the 28th June 2024 and 28th June 2025. This report was published on the 1st December 2025.

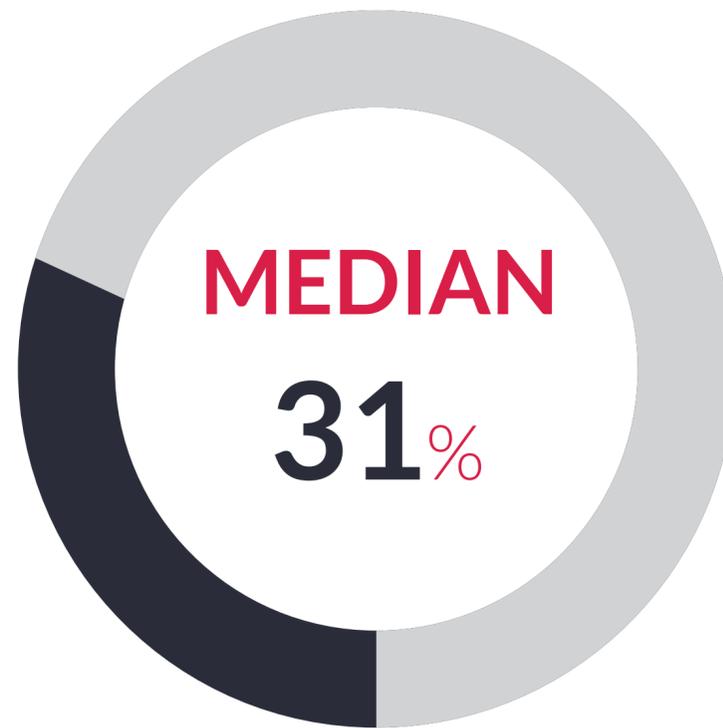
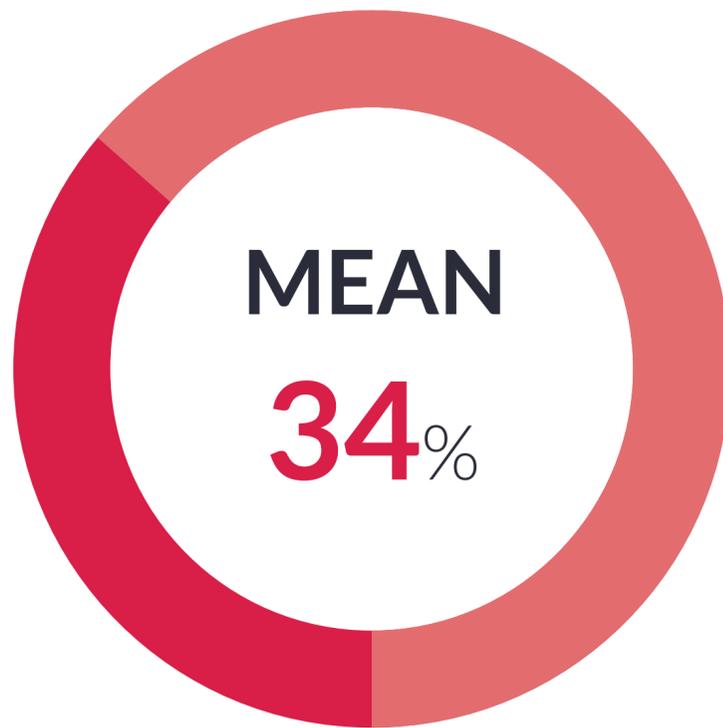


HEADCOUNT

Our reporting period included a headcount of 66 people, 46 males and 20 females.

Hourly Remuneration

2024 Gender Pay Gap Data for Hourly Pay



TEMPORARY CONTRACTS

During this period, EZO had 4 workers on temporary contracts broken down into



The Mean 2024 Hourly Pay Gap for workers on temporary contracts is



The Median 2024 Hourly Pay Gap for workers on temporary contracts is



PART TIME CONTRACTS

During this period, EZO has 2 workers on part time contracts broken down into



The Mean 2024 Hourly Pay Gap for workers on part time contracts is

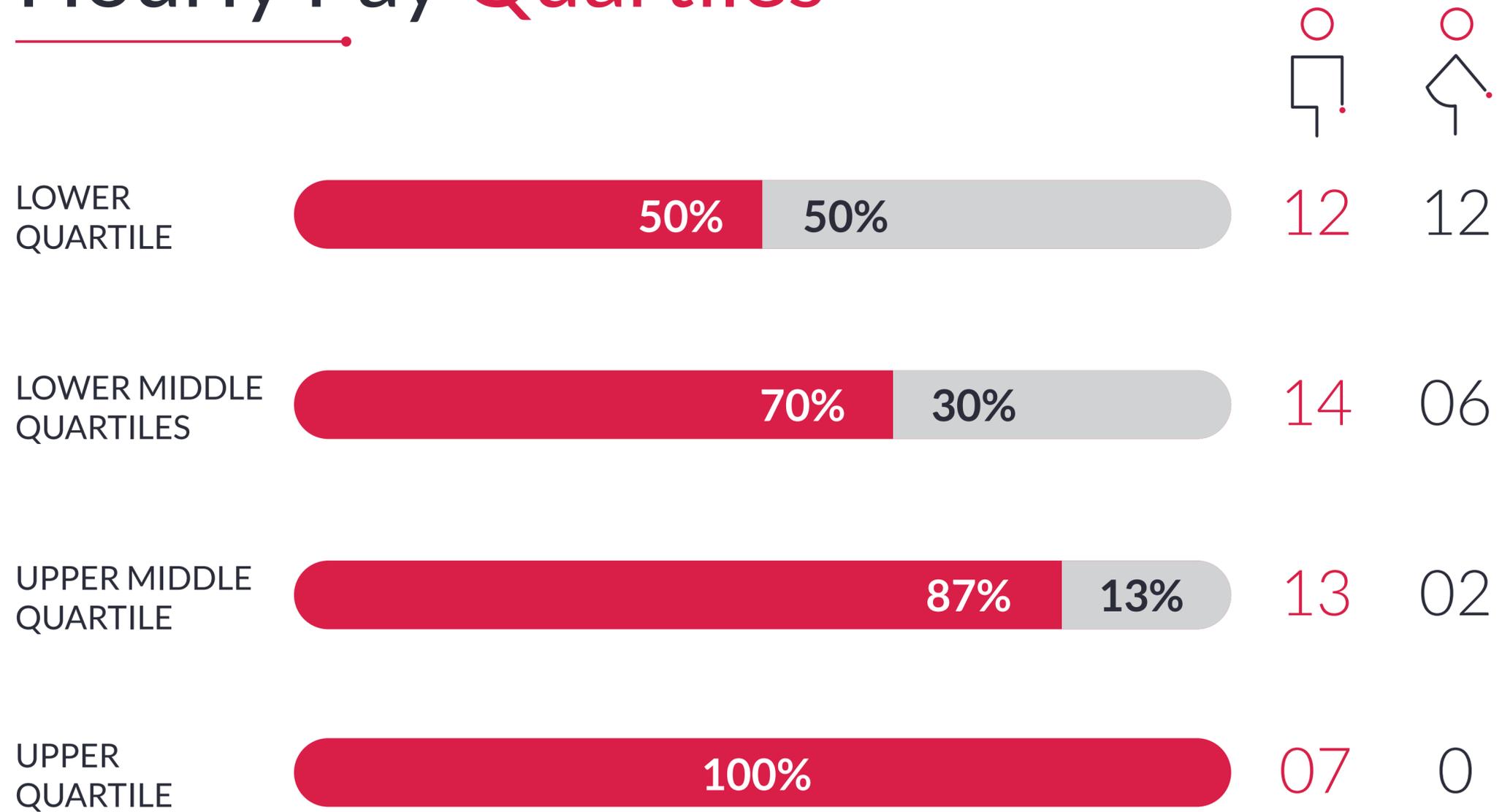


The Median 2024 Hourly Pay Gap for workers on part time contracts is



EZO

Hourly Pay Quartiles



● Men ● Women

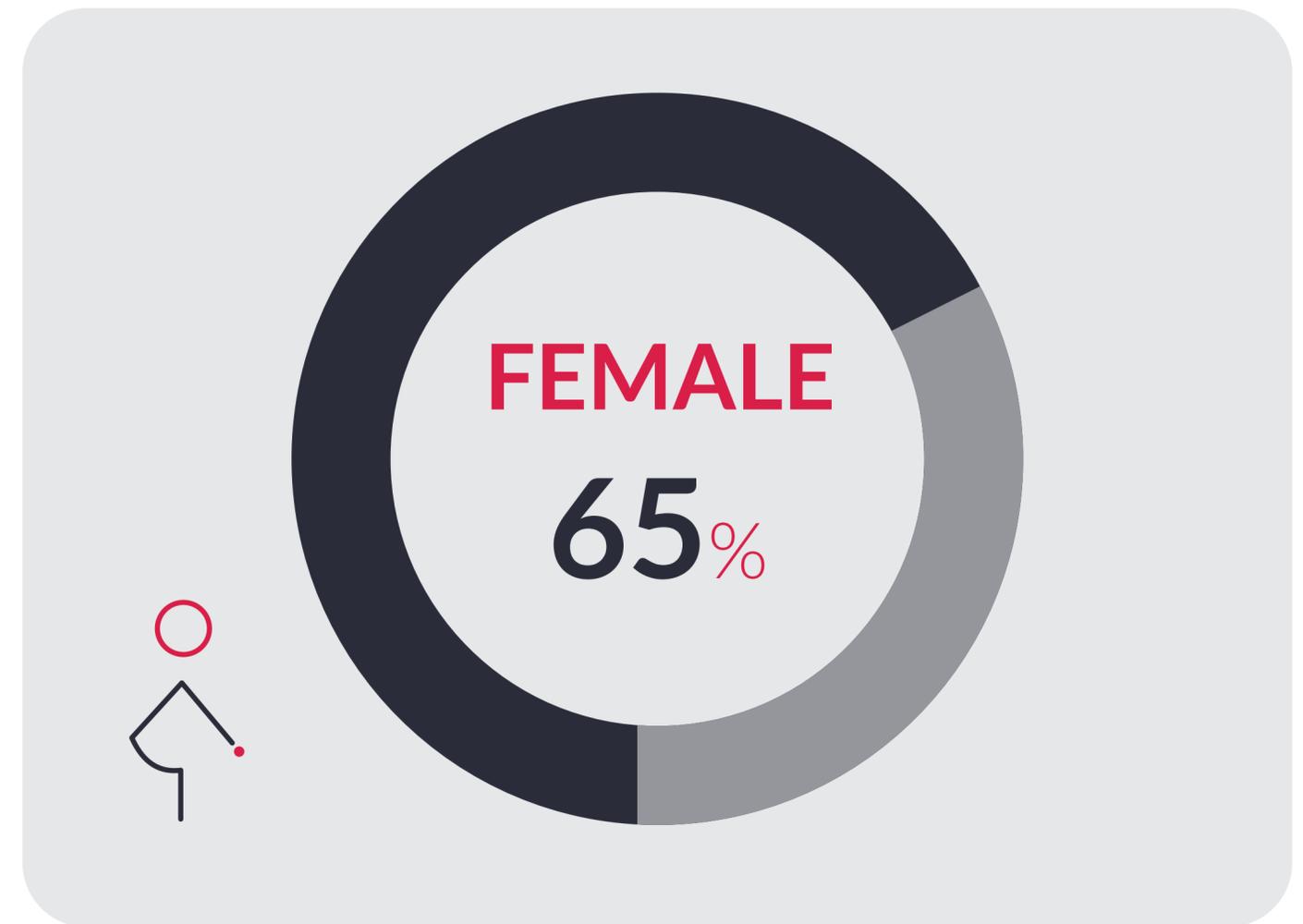
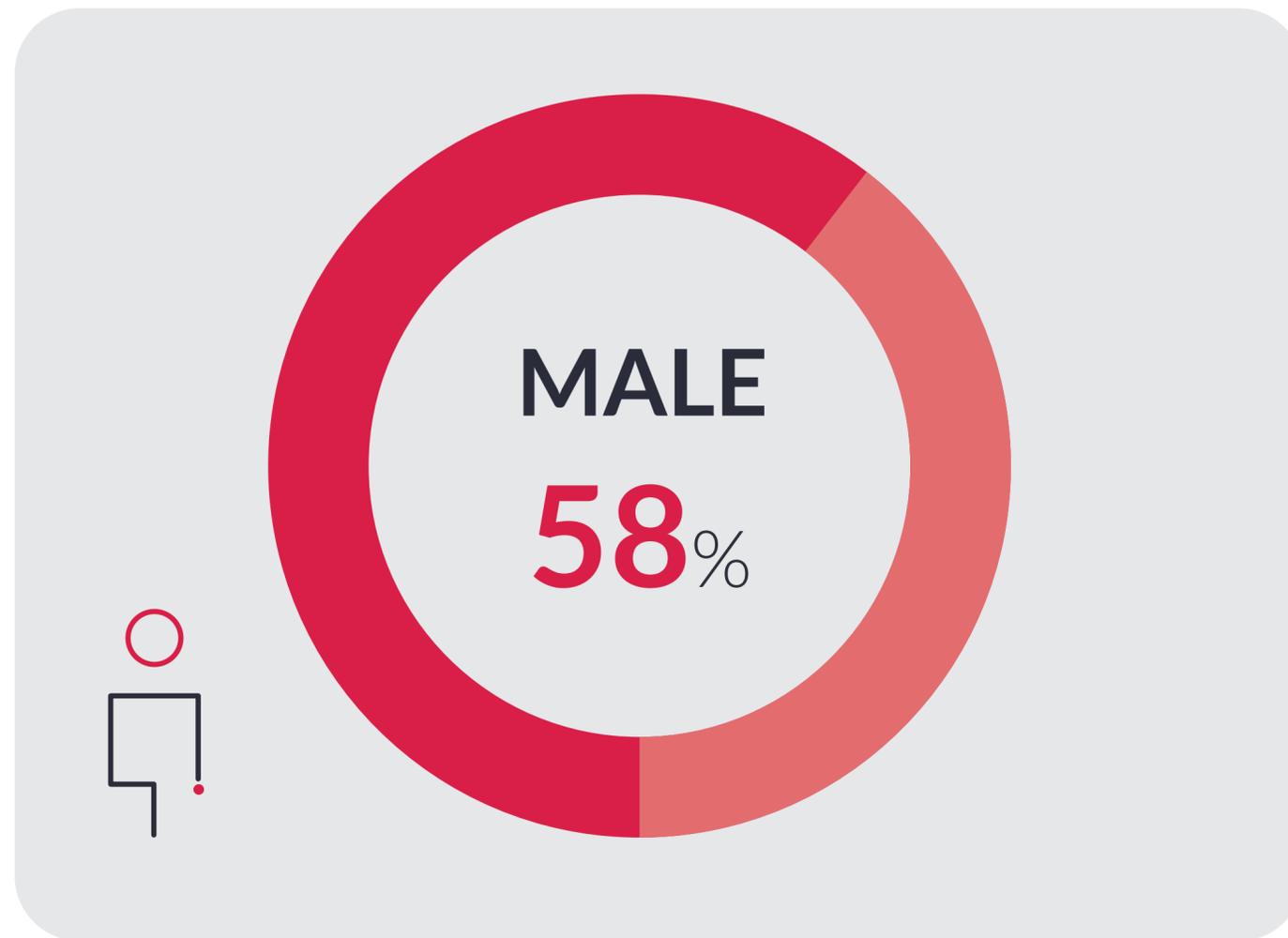


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Benefit in Kind



The percentage of **male and female employees** who received Benefit-in-Kind during the reporting period is:

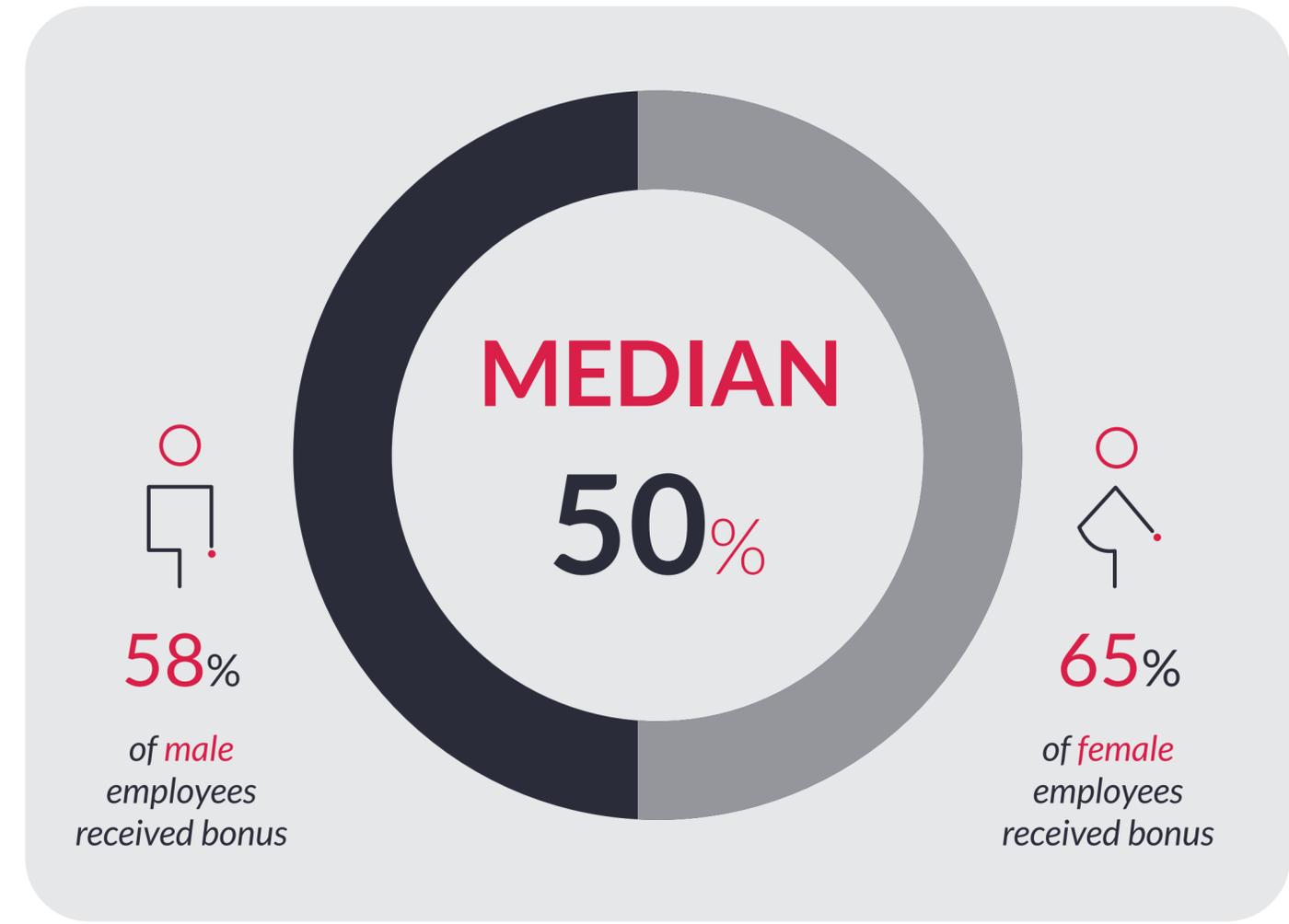
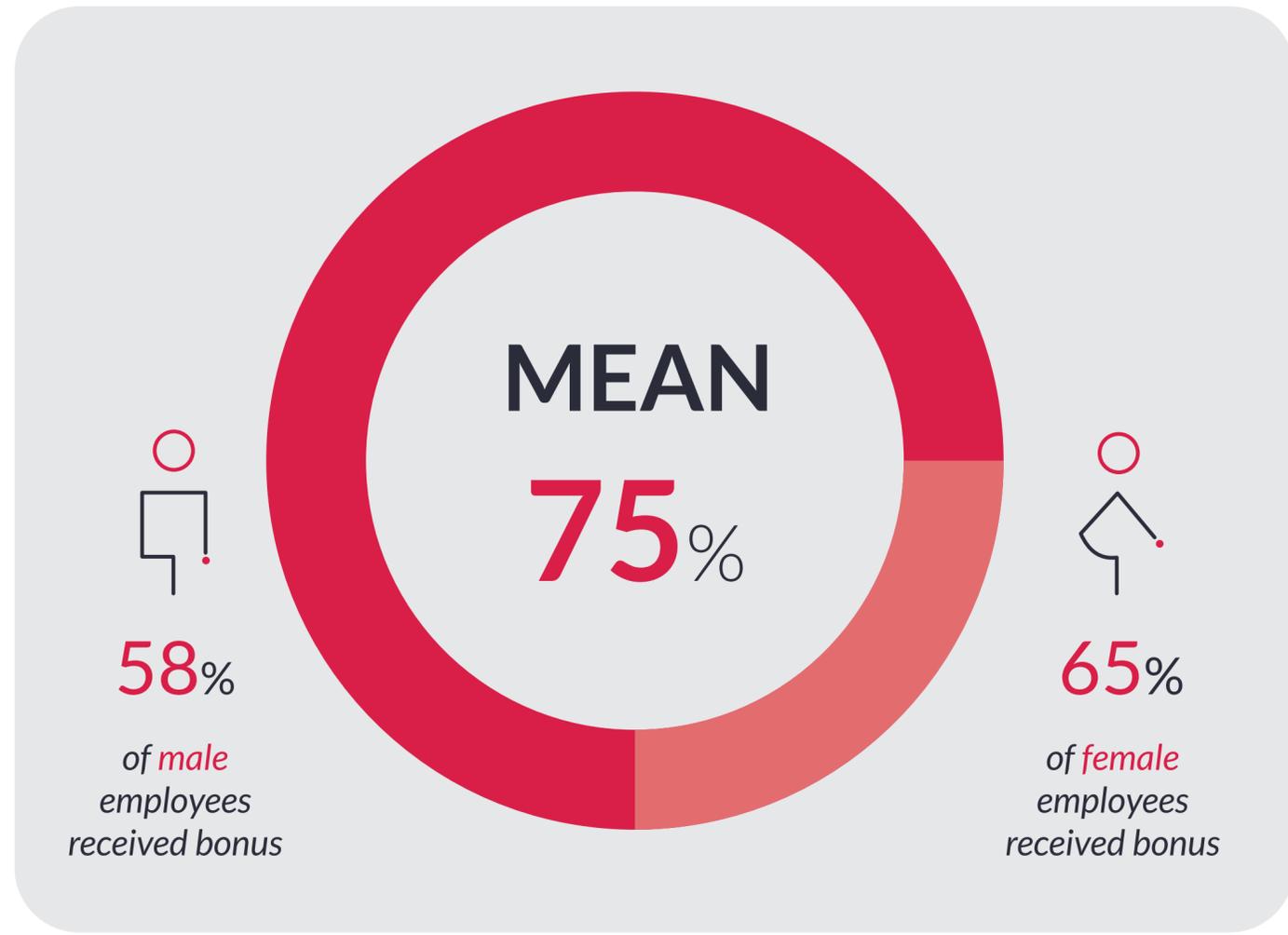


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Bonuses



The Gap between proportions of **male and female employees** who received bonus remuneration.





CONTENT

As this is our first Gender Pay Gap report, we recognise the importance of transparency in understanding and addressing pay differences between men and women within our organisation. Our 2025 report provides us with valuable insights into where we currently stand and helps identify areas for improvement as we continue to grow.



OUR RESULTS

Our analysis shows that there is a gender pay gap within EZO. This means that, on average, the hourly pay for men and women differs across the company. While this gap does not reflect unequal pay for equal work, it does highlight differences in representation across roles and levels of seniority.

UNDERSTANDING THE GAP

- ↘ We have a higher proportion of men in technical and senior leadership positions, which typically carry higher pay bands.
- ↘ Many of our newer hires in engineering and operations roles, where average pay levels are higher, are male.
- ↘ Women are more represented in early-career, administrative, and support roles, which tend to have lower average salaries.

These factors collectively contribute to our overall pay gap.

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Our Commitment

To reduce our gender pay gap in the future, we plan to:

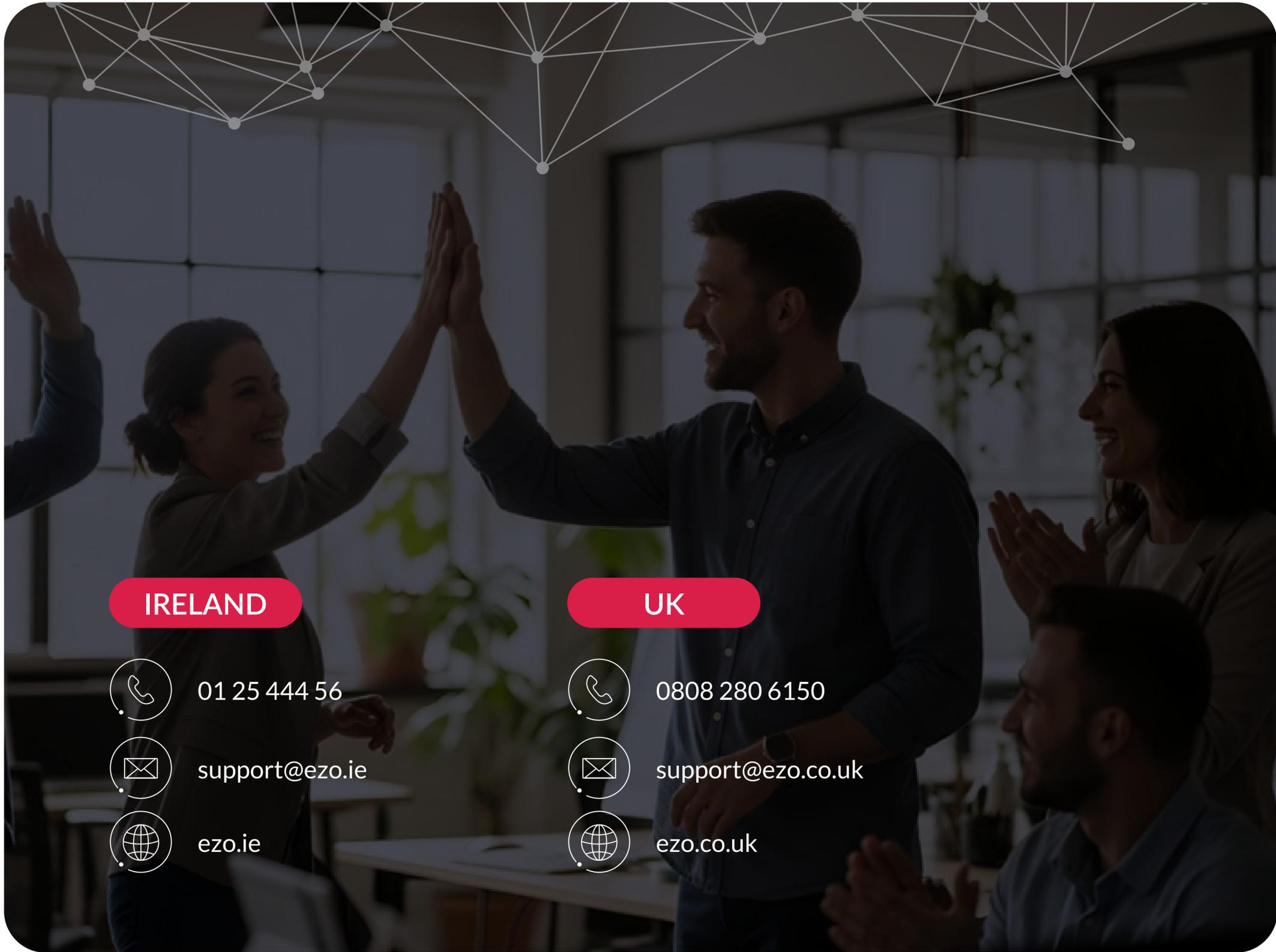
- ↘ Increase female representation in technical, engineering, and leadership roles through recruitment and development initiatives.
- ↘ Review our recruitment and promotion processes to ensure fairness, inclusivity, and equal access to advancement opportunities.
- ↘ Support career development by offering mentoring, leadership training, and career progression pathways for all employees.
- ↘ Encourage flexible working practices to support work-life balance for all team members.
- ↘ Promote STEM engagement by partnering with industry groups to inspire more women to pursue careers in the EV and clean technology sectors.

Looking Ahead

We view this report as an important first step. By measuring, understanding, and acting on our gender pay data, we are confident that we can make meaningful progress in closing the gap and creating a more balanced, equitable workplace for everyone at EZO.



- ↘ We are committed to fostering a more inclusive and balanced workplace where everyone has equal opportunities to grow and succeed.



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