

Gender Pay Gap Report 2025



Introduction

This report sets out the average earnings of male and female employees at Apogee Corporation on the 5th April 2025 and how we continue to address our gender pay gap.

Company Overview

At Apogee Corporation, we redefine what is possible in workplace services, combining over 30 years of expertise with the dynamic innovation of being an independent subsidiary of HP Inc. This unique partnership allows us to deliver seamless IT and workplace solutions that empower organisations of all sizes to work smarter and achieve more.

Our **Winning Aspiration** drives everything we do: **“We are the first-choice Workplace Services Provider for customers and their employees. We do this through creating a seamless work experience, enabling them to be their most productive wherever they work.”**

Central to our success are our **Company Core Behaviours:**

- **Customer First:** Customer First is about ensuring our products, services and decision-making are focused on our customers’ unmet needs as a priority.
- **Be Accountable:** Being Accountable is about taking ownership of responsibilities, which in turn fosters trust, reliability and a positive organisational culture.
- **We Win Externally:** To Win Externally, we must be curious and intentional with our decisions, ensuring we consistently deliver value and remain focused on our customers.
- **Operational Excellence:** Operational Excellence will ensure we deliver the ultimate customer experience, by continuously optimising our processes and enhancing efficiently.

- All underpinned by our commitment to **Integrity**, which defines who we are.

Our progressive culture is built on values that matter: **Passion, Courtesy & Respect, Inclusivity, Knowledge, People, and Flexibility**. At Apogee, we champion diversity and inclusion, creating an environment where bold ideas thrive, collaboration is celebrated, and every voice is heard.

With cutting-edge solutions, a future-focused mindset, and a people-first approach, we are more than a service provider—we are a catalyst for transformation. Together with our team, customers, and partners, we are shaping the future of work, one innovation at a time.

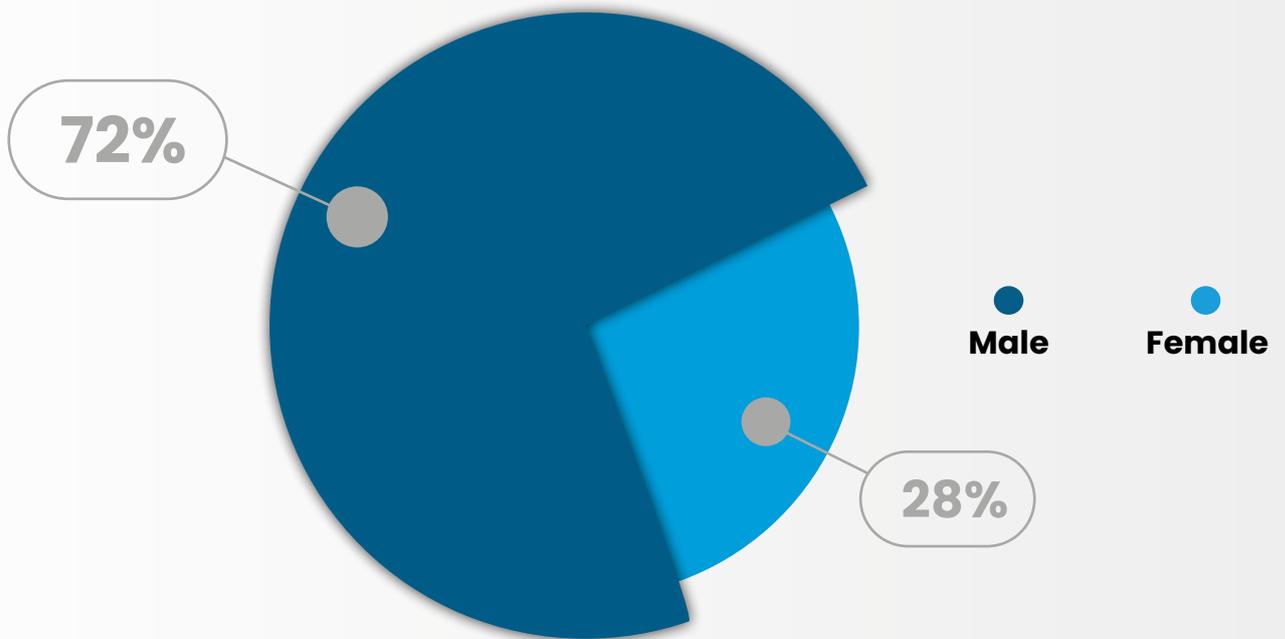
This is not just about meeting today’s needs—it is about driving progress, challenging limits, and creating what is next.



Gender Composition

We collated our snapshot data as at 5th April 2025, which highlights our workforce gender demographic as follows:

Percentage of male & female employees



Understanding Our Pay Gap

As of 5 April 2025, Apogee Corporation employed 28% female and 72% male colleagues, with women representing 30% of the Executive Leadership Team. The managed workplace services sector remains male dominated, resulting in a higher proportion of men in senior roles due to the available talent pipeline. This continues to influence both our pay and bonus gaps, with average male earnings exceeding those of female employees.

Our sales organisation, which is 83% male and 17% female as at 5 April 2025, also contributes to the bonus gap due to its commission-based variable pay structure.

As of 5 April 2025, our mean gender pay gap was 21.5%.

We remain committed to strengthening our employer brand, attracting a more diverse workforce, and expanding internal career pathways to support broader representation across the business.

Pay Gap, Mean, and Median

This is the difference in hourly pay of male and female employees as per 5th April 2025 snapshot date and this is expressed as a percentage of the hourly pay of male included employees. This means that a positive number indicates men earn more than women; a negative number will mean the reverse. Pay is reported as both ordinary pay and bonus pay.

Mean

The average value of the data set

Median

The middle value of the data set when the data is ordered

Mean Pay Gap



2025

Median Pay Gap

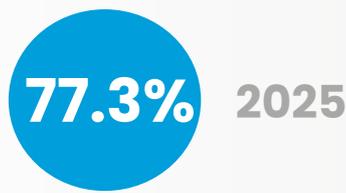


2025

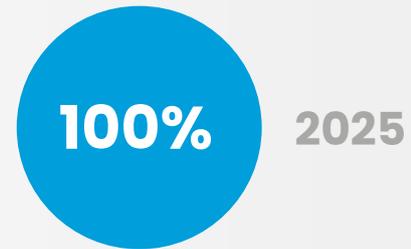
Bonus Pay Gap, Mean and Median

This refers to the bonus pay paid to male and female relevant employees during the 12 month period to the 5th April 2025 snapshot date, expressed as a percentage of the bonus and commission pay paid to male relevant employees.

Mean Bonus Pay Gap



Median Bonus Pay Gap

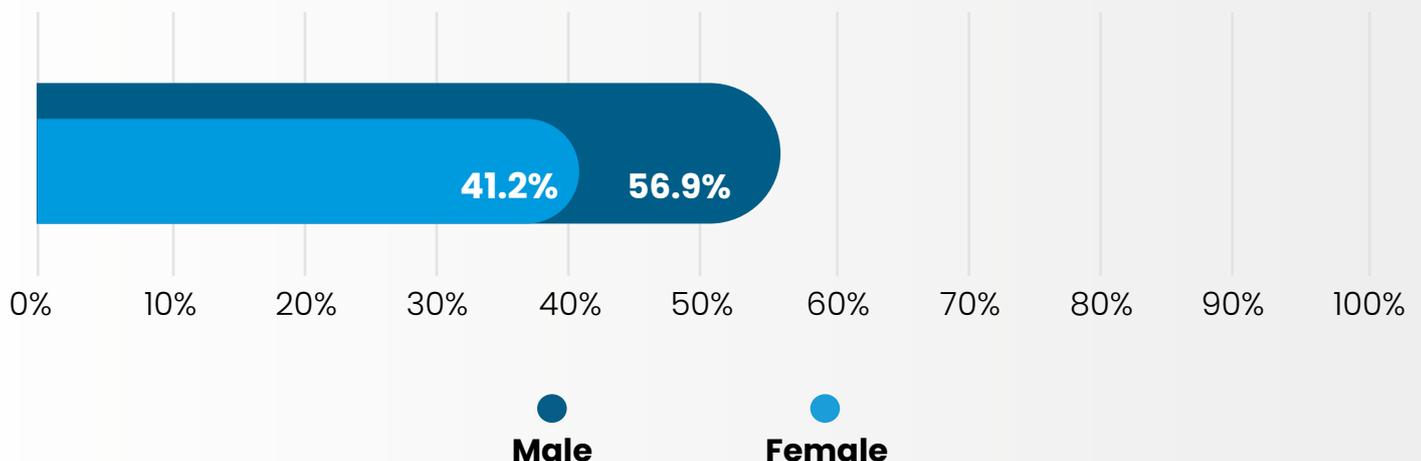


The mean and the median bonus gaps relate to less than 50% of females receiving either bonus or commission within the organisation and that 83% of the sales organisation, which receive variable commission as part of their overall compensation package are male.

Bonus Pay Proportion

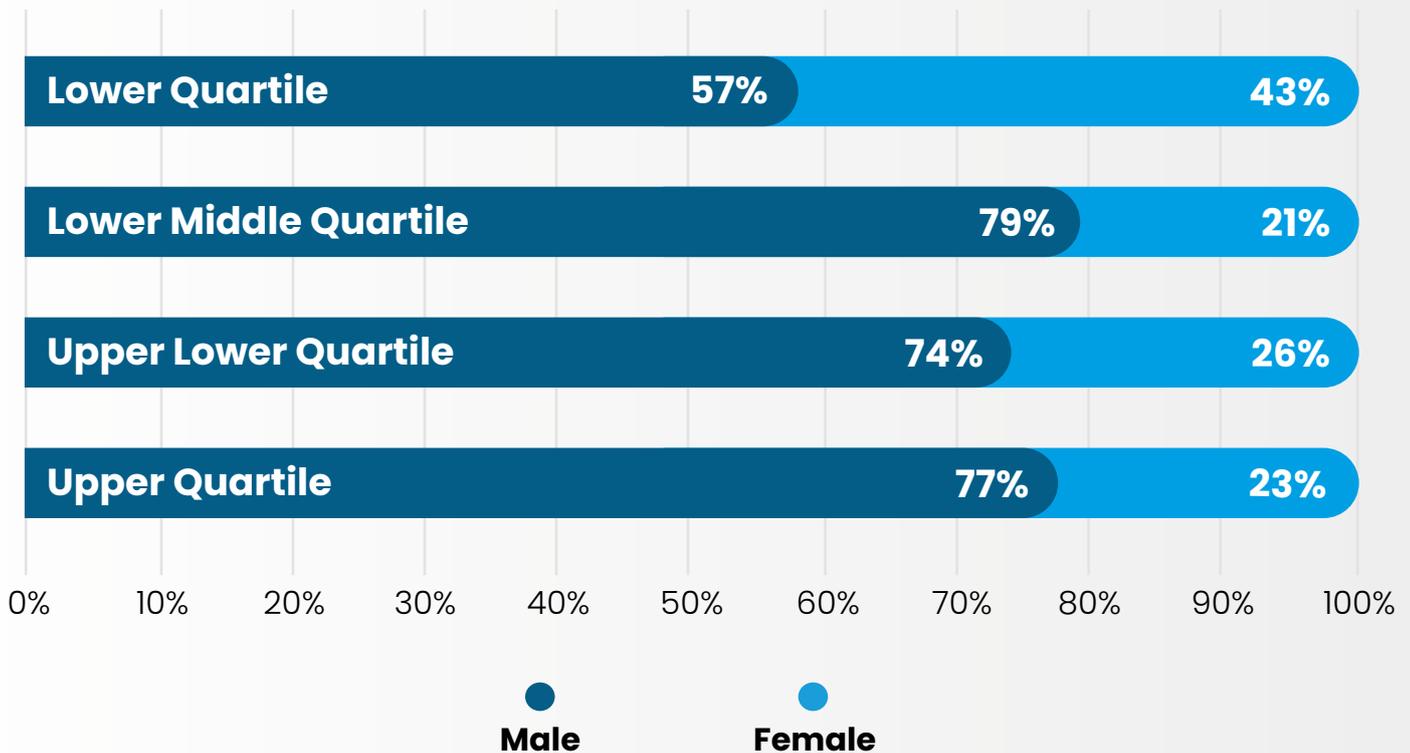
Bonus pay proportion refers to male employees who received a bonus in the 12 months, which is expressed as a percentage of the male employees and to female employees who received a bonus in the 12 months, which is expressed as a percentage of the female employees.

The percentage of females receiving a bonus in the 12 months to 5th April 2025 was 41.2% versus 56.9% of men receiving a bonus during the same period.



Quartiles

This section organises our workforce into evenly sized quartiles based on ranking of all included employees from highest to lowest by hourly rate of pay as at the snapshot date of 5th April 2025. Report on each quartile the number of full-pay male and females in each quartile as a percentage of the total in the quartile.



Steps We Are Taking to Strengthen Gender Diversity and Reduce Our Gender Pay Gap

We are enhancing our employer value proposition to attract, retain, and support a more gender diverse workforce through the following actions:

- Increasing visibility of career opportunities across the organisation.
- Offering enhanced training and development programmes to support career progression.
- Delivering education, training, and EDI campaigns to promote an inclusive culture.
- Strengthening maternity, paternity, and IVF leave to better support working parents.
- Expanding flexible working arrangements to accommodate a wide range of individual needs.
- Introducing a 'holiday buy' and sabbatical scheme to help employees manage school holidays and caregiving responsibilities.
- Implementing a comprehensive menopause and women's health policy and practices.

Summary



“Apogee Corporation is committed to continually improving its gender pay gap. We have made measurable progress in increasing workforce diversity, including a rise in the number of women in senior roles. This progress reflects our focus on attracting a broader range of talent and expanding opportunities for career development across the organisation. We remain fully dedicated to advancing equality, diversity, and inclusion, and will continue to prioritise meaningful improvements in these areas.”

James Clark, Chief Executive Officer

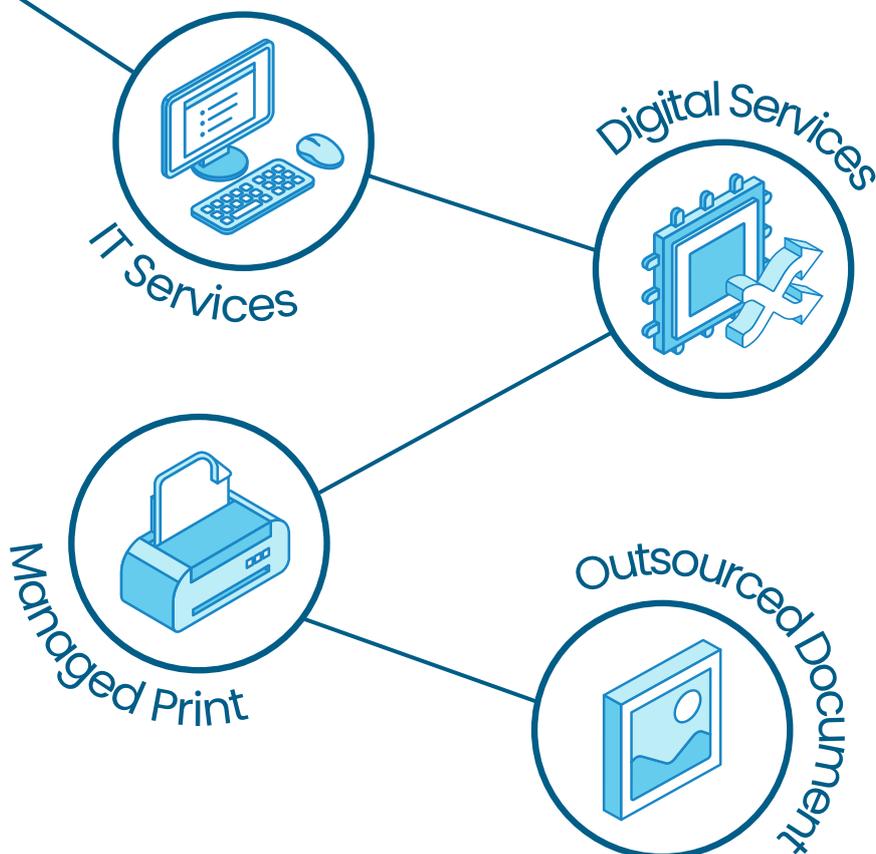
Our Declaration

I confirm that the data reported is accurate and meets the requirements of the Regulations stated in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

James Clark
Chief Executive Officer

Managed Workplace Services

Europe's leading provider.



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