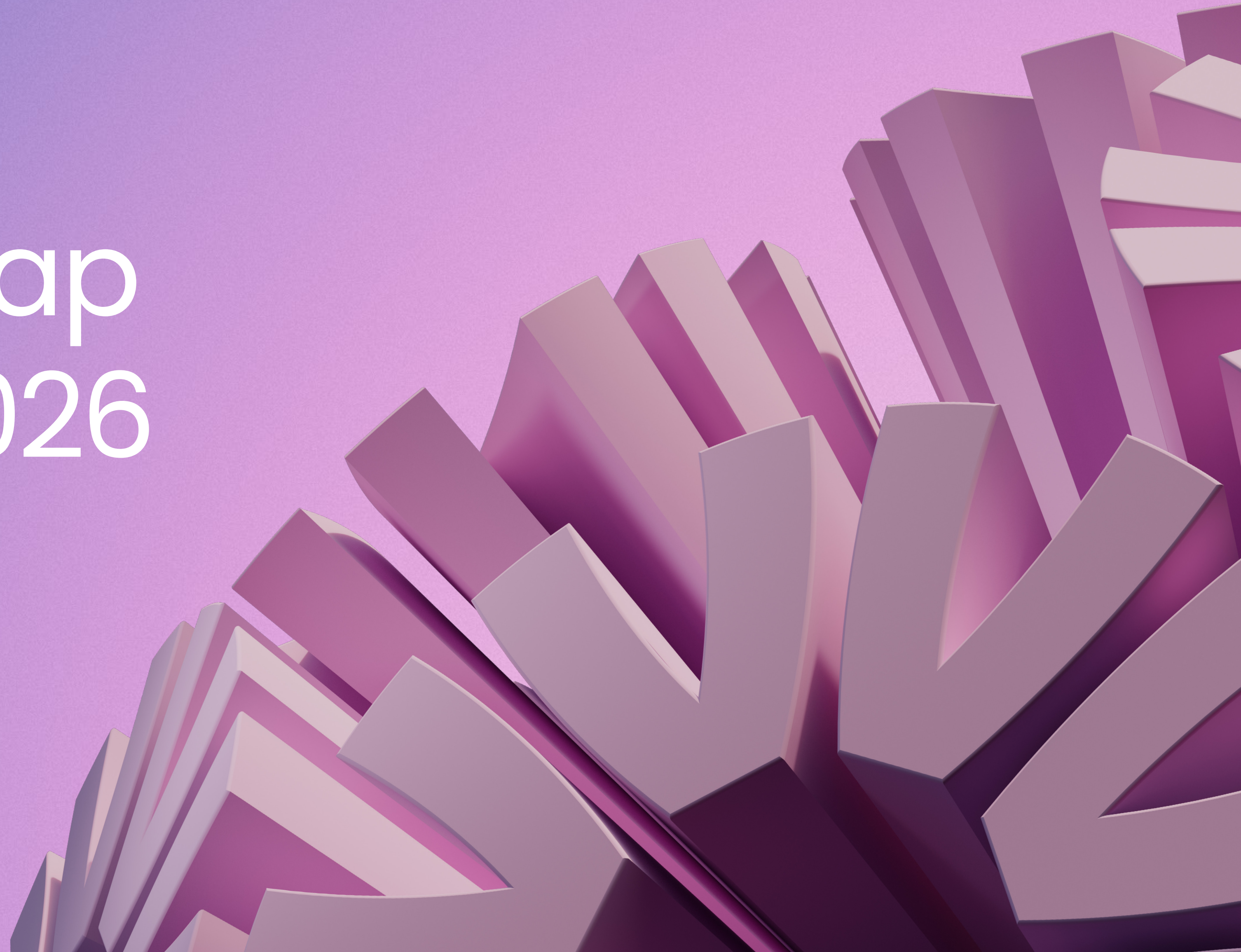


Gender Pay Gap Report April 2026



Overview

Vorboss continues to challenge the telecoms status quo as we scale London's only dedicated fibre network for businesses. As we grow, we remain focused on building a workforce that reflects the diversity of the customers and communities we serve.

This year, both our median and mean gender pay gaps moved significantly closer to parity. Gender pay gap figures are influenced by workforce representation across different roles, levels and pay quartiles. Changes in workforce composition, including organisational restructuring, employee turnover, and new hires across multiple pay quartiles, have contributed to this year's results.

Female representation across the organisation increased from 25% to 28%, and representation within the upper pay quartile also increased year-on-year. Although our overall hourly pay gap figures have moved closer to parity, representation and pay outcomes across some areas of the business continue to require ongoing attention. Our bonus pay gap has widened and remains an area of focus.

We remain committed to achieving long-term, sustainable change by improving gender balance across all areas of the business, particularly within operational and senior roles. Through inclusive hiring practices, career development initiatives, and progression opportunities, we are continuing to build an environment where everyone has the opportunity to succeed.

We remain focused on the actions needed to achieve gender parity across Vorboss by 2028.

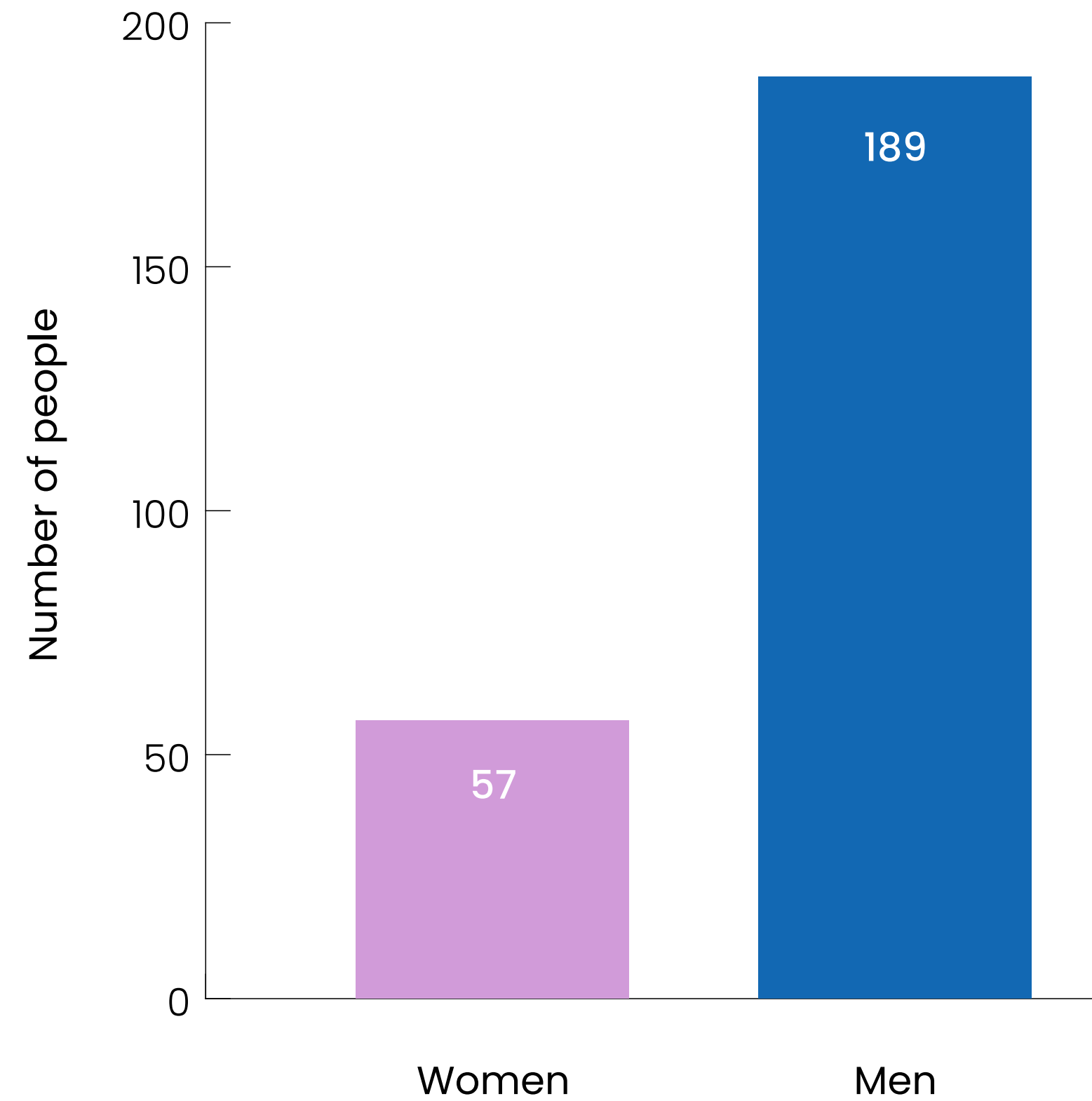
I confirm that the data presented in this report is accurate.

Rikshita Khela
Chief People Officer

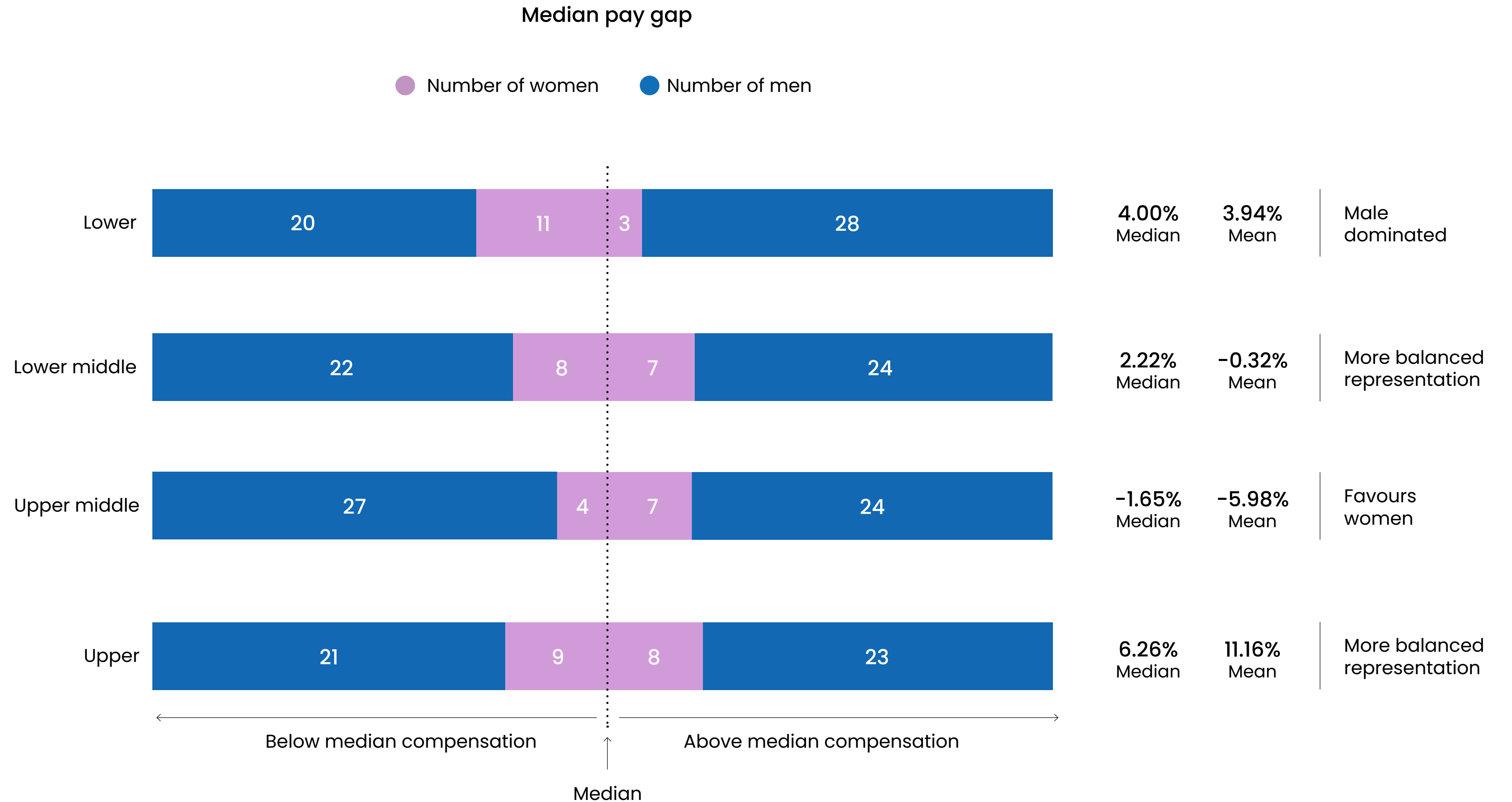
A handwritten signature in black ink that reads "Rikshita Khela".

Total number of employees by gender

Total number of employees by gender



Summary



Addressing the gender pay gap

At Vorboss, we are committed to building an inclusive and equitable workplace where everyone is valued and rewarded fairly, regardless of gender.

In 2025, the UK median gender pay gap remained in favour of men at 12.8% according to the Office for National Statistics. Vorboss' median gender pay gap moved from -13.65% in 2025 to 0.12% in 2026, meaning median pay is now almost equal between men and women. Our mean gender pay gap also moved from -4.53% to -1.16%, reflecting changes in the distribution of pay across the organisation.

These results were influenced by workforce changes, including the removal of several lower-paid operational roles predominantly occupied by male employees, employee movement, and changes across pay quartiles. Female representation increased from 25% in 2025 to 28% in 2026, representing continued progress towards our goal of achieving gender parity by 2028.

Women remain underrepresented in some operational and senior roles. Female representation within the upper middle quartile reduced during the reporting period, which continues to influence overall pay outcomes and progression into higher-paying roles.

The bonus pay gap widened during the reporting period, although bonus participation rates remained broadly equal between men and women, with over 98% of both male and female employees receiving a bonus. This indicates that the gap is primarily driven by bonus value distribution and the concentration of men within senior and bonus-heavy roles, rather than access to bonus schemes.

We are confident that roles at Vorboss are compensated equitably regardless of gender. Pay data is regularly reviewed at senior level to help ensure fairness is maintained and any disparities are appropriately addressed.

Actions

We remain committed to achieving gender parity across Vorboss by 2028 and will continue taking targeted action throughout 2026/27 to support representation, career progression, and an inclusive workplace culture across the organisation.

This year's results reflect changes across our pay quartiles and workforce composition. We recognise that representation within some operational and senior roles continues to influence our gender pay and bonus gap figures. Improving representation within these areas will remain a key priority as the business grows.

During 2026/27, we will continue investing in career development and internal progression opportunities through initiatives such as the Vorboss Expert Track, structured secondments, mentorship, training, professional certifications, and internal promotions. Employees will also continue to be supported through a professional development budget equivalent to 5% of annual salary, capped at £2,500 per year.

We will also focus on strengthening leadership capability through the rollout of our feedback and goal-setting framework across the business. Insights from adoption and usage will help identify leadership capability gaps and development priorities, supporting more targeted progression opportunities and strengthening our internal promotion pipeline.

Alongside this, we will continue supporting growth through effective and inclusive hiring practices, with a particular focus on representation within operational roles, including female install technicians. Recruitment processes, job descriptions, and hiring practices will continue to be reviewed to encourage applications from a broader and more diverse talent pool.

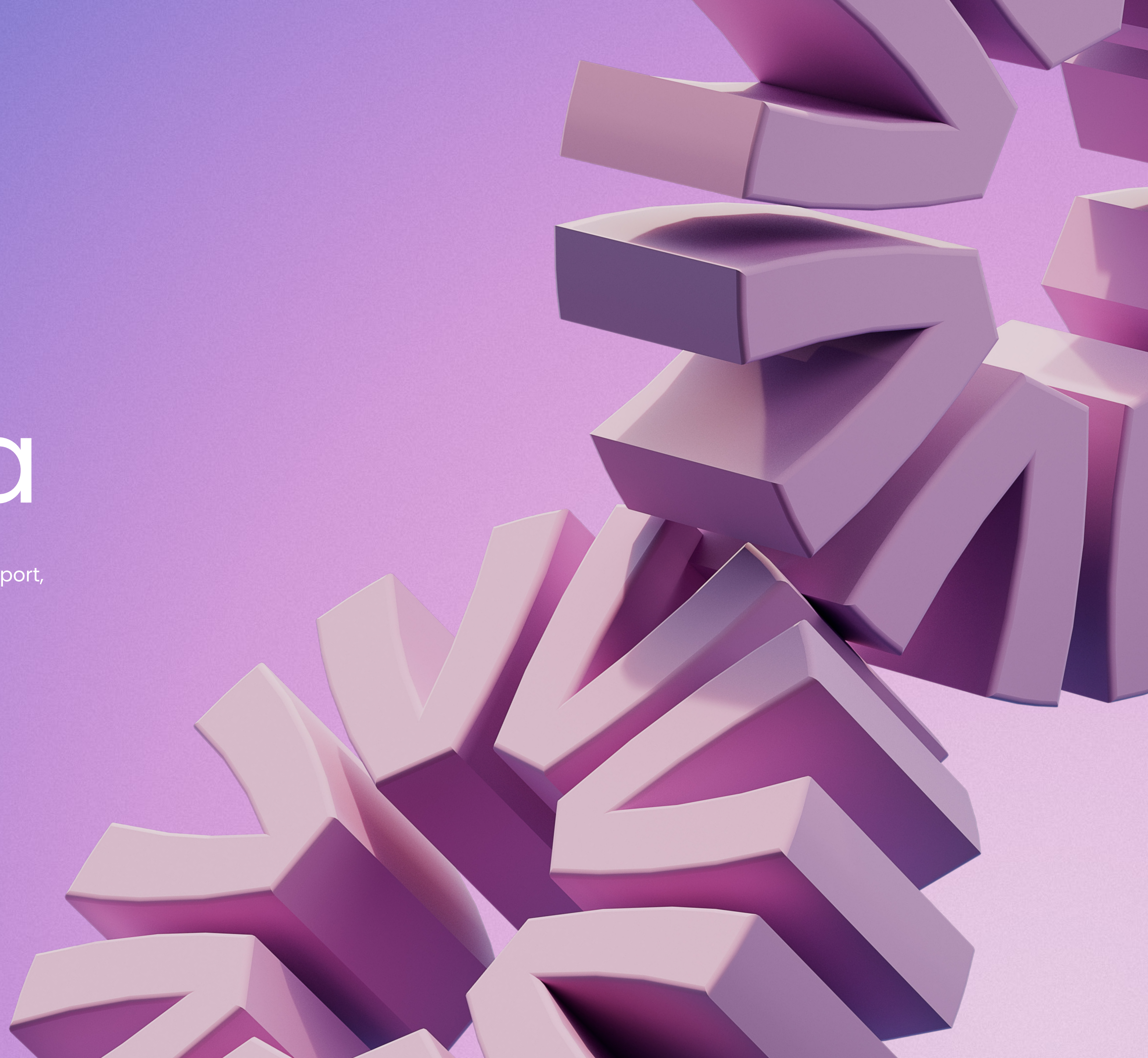
Actions

As part of our ongoing focus on inclusion, we are exploring additional ways to support working parents and families across the business, including within operational and technical roles. This includes considering practical adjustments and initiatives that help employees balance career progression with family responsibilities. Initiatives such as our “Bring Your Kids to Work Day” also reflect the inclusive and family-focused culture we continue to build across Vorboss.

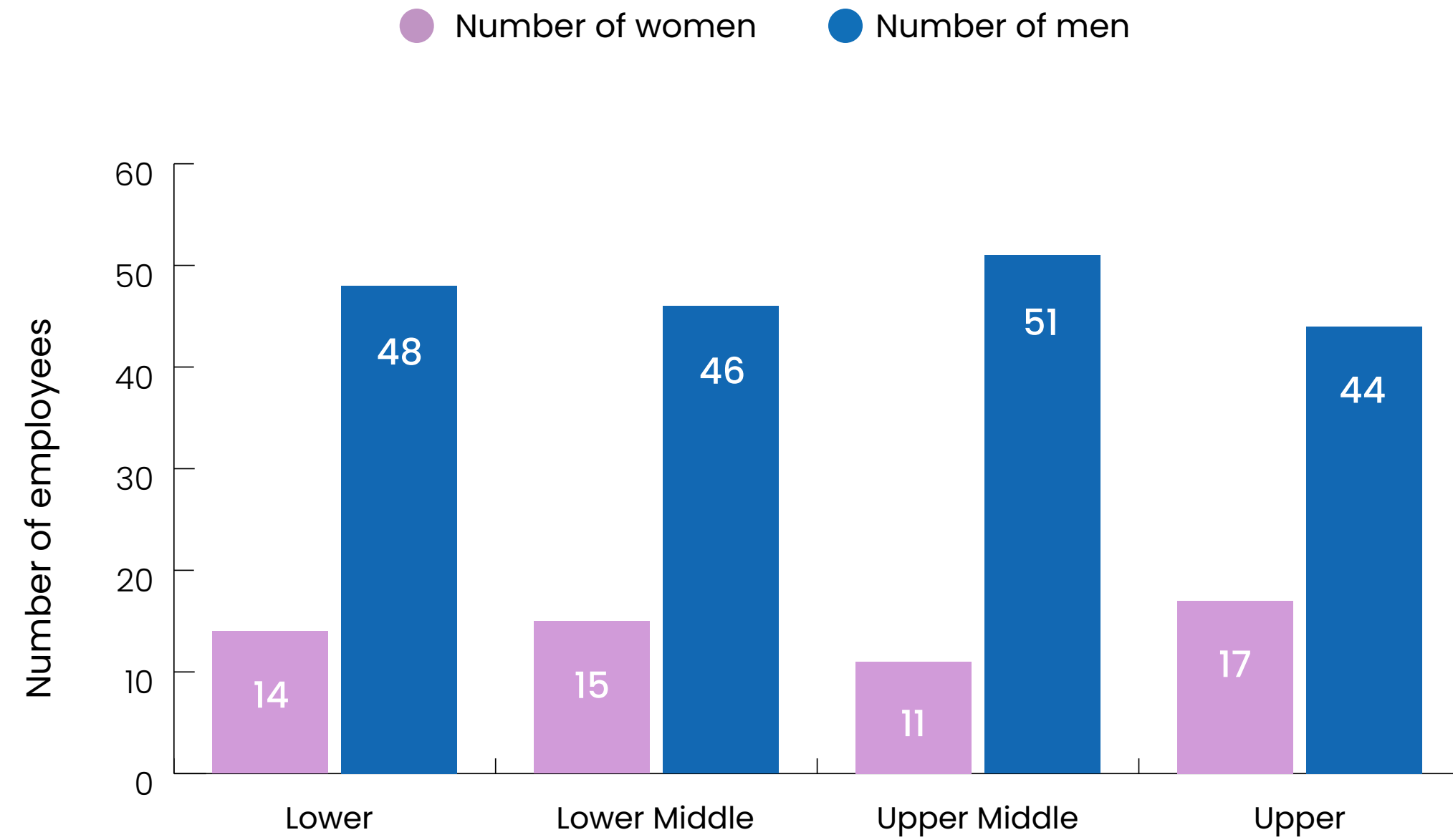
We remain committed to creating an environment where everyone can succeed, removing barriers to inclusion, and ensuring employees are supported to perform at their best. We will also continue engaging with industry forums and networks focused on equality, diversity, and inclusion to ensure we remain aligned with evolving best practice.

Source Data

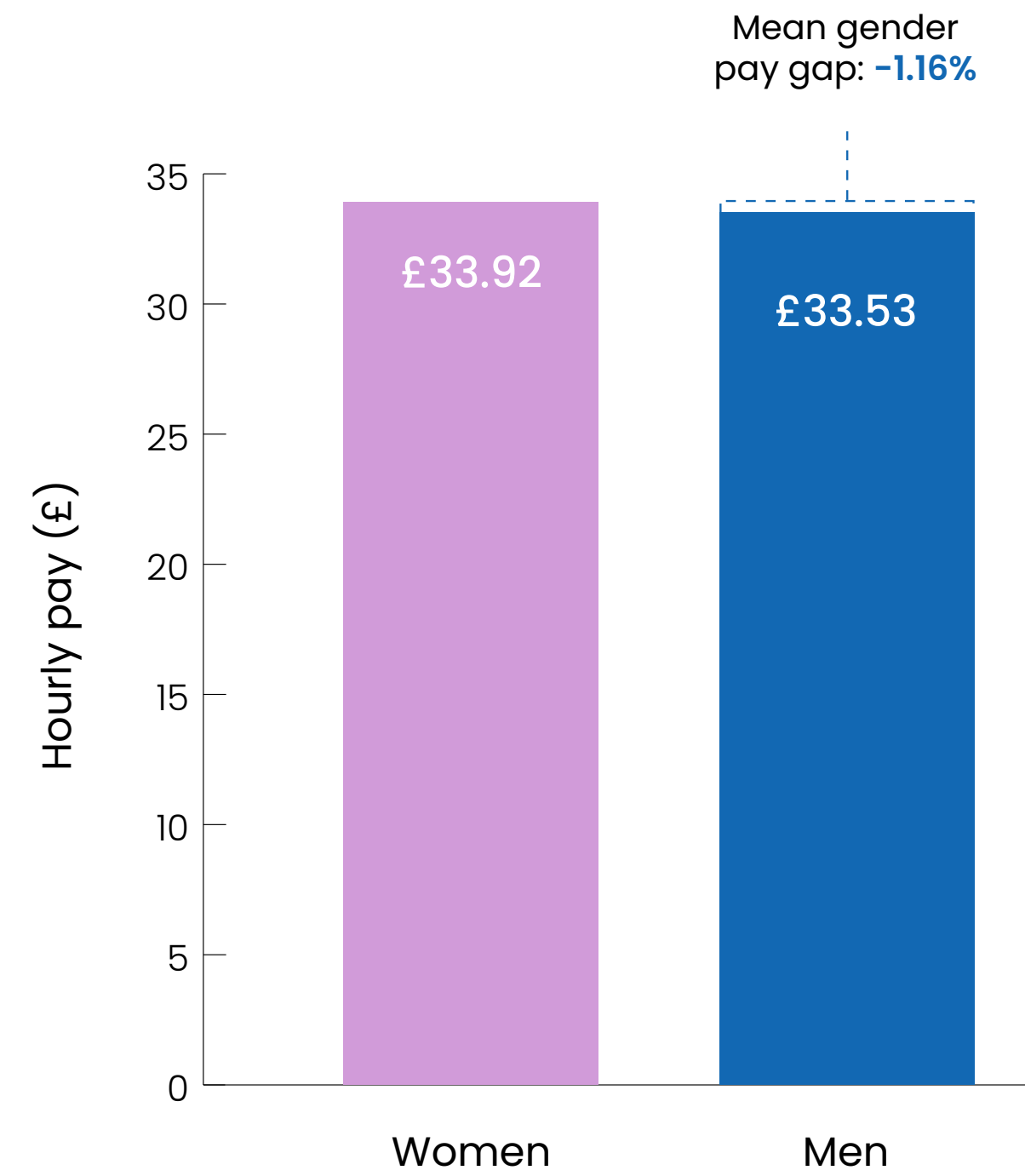
As of April 2026, we were at a headcount of 246 employees. For this report, we collected data using the snapshot date of 5 April 2026.



Number of women and men in each pay quartile

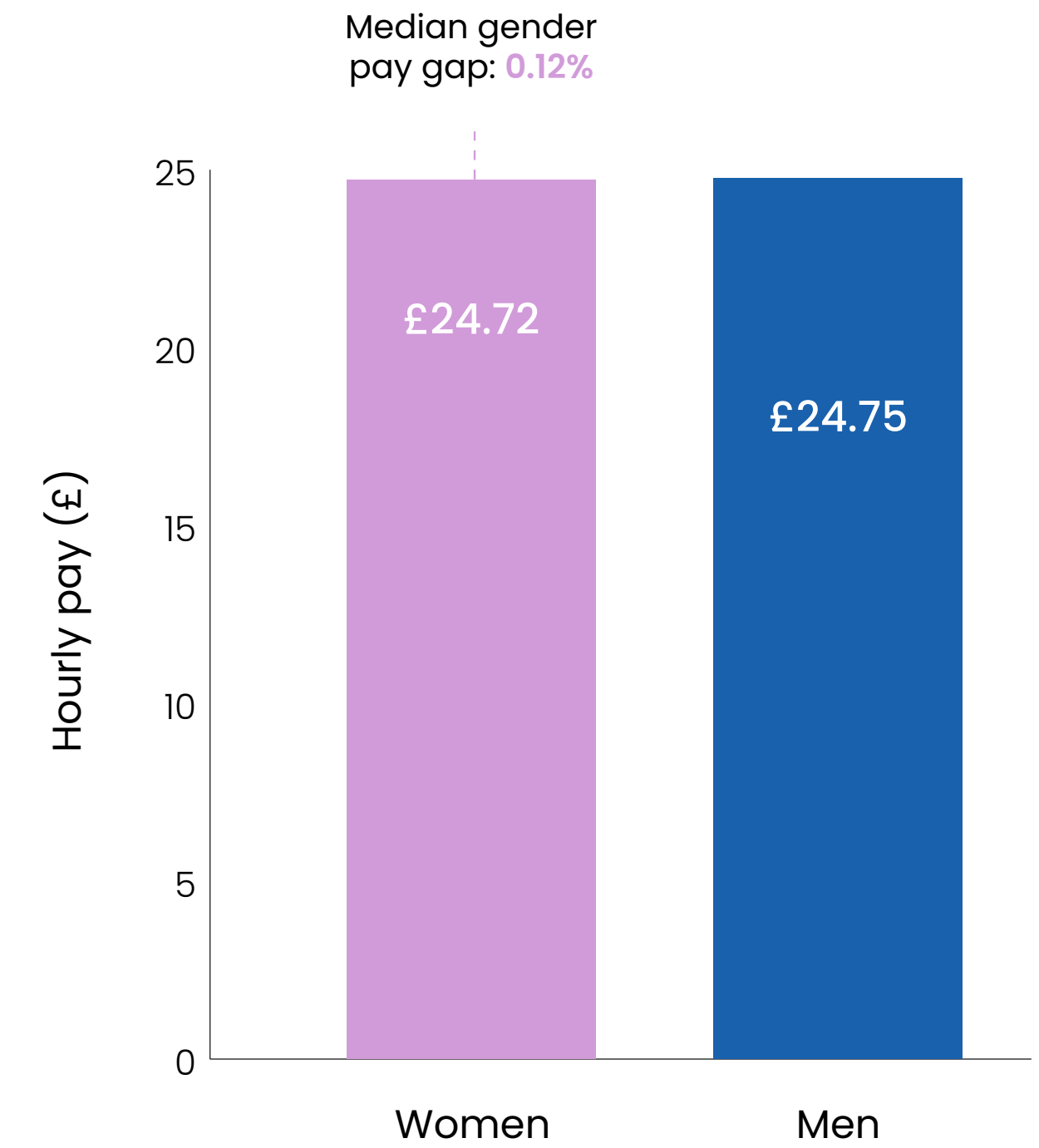


Mean gender pay gap



On average, men earn 1.16% less than women.
Every £1 women earn, men earn 98.84p.

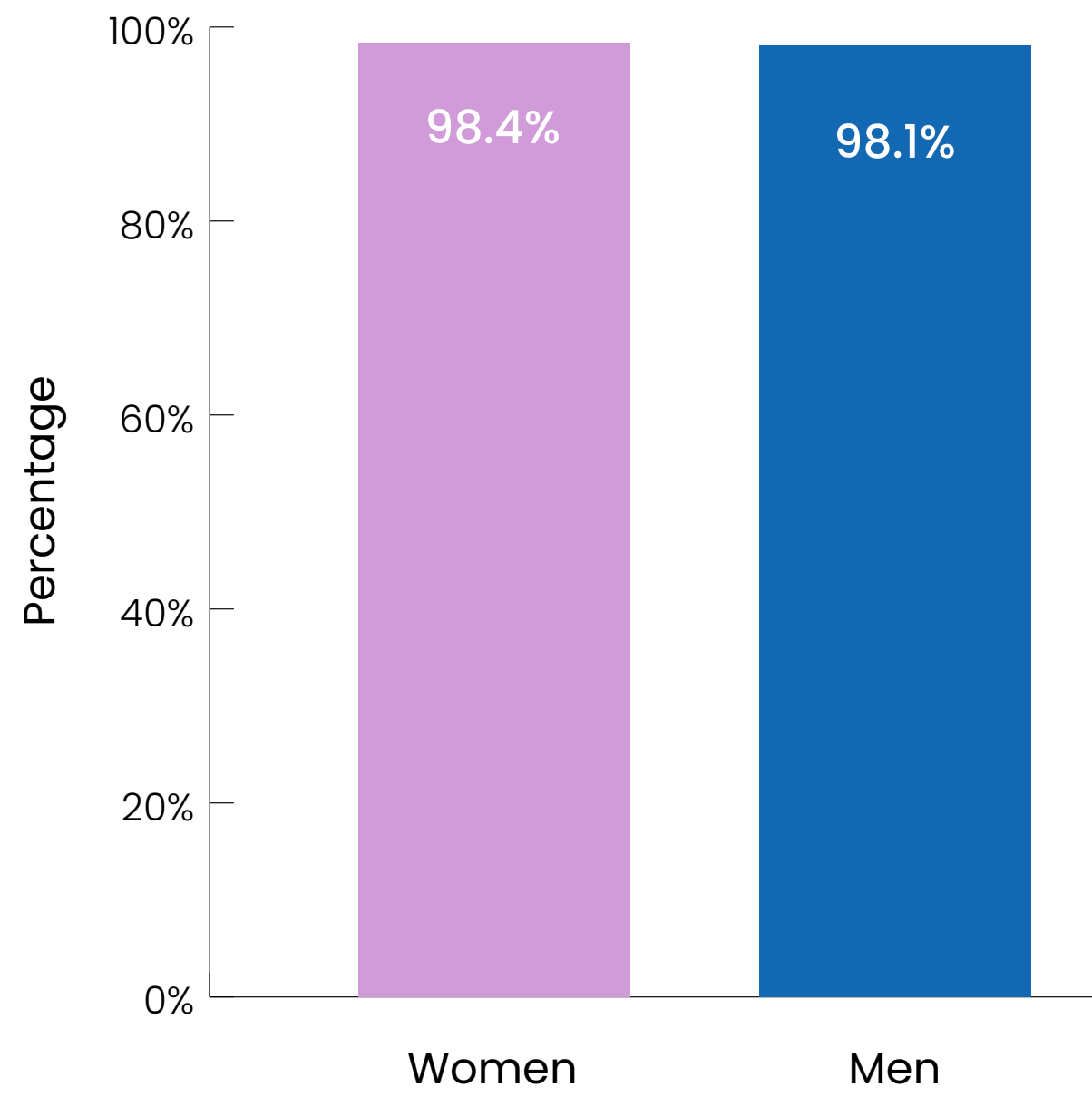
Median gender pay gap



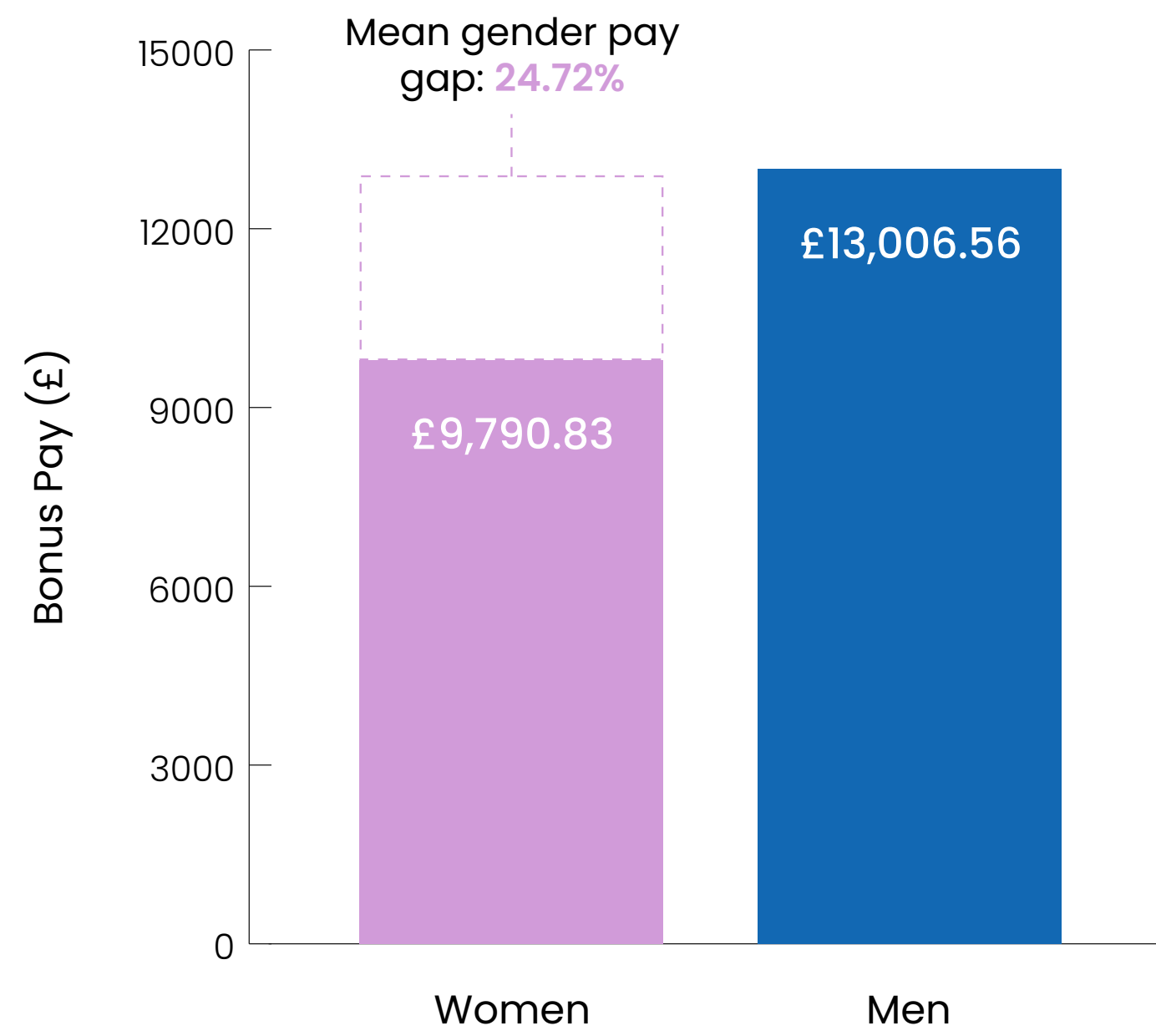
Median hourly pay for women is 0.12% less than men.
Every £1 men earn, women earn 99.88p.

These changes are driven by workforce composition, not unequal pay.

Percentage of women and men receiving a bonus



Mean bonus pay gap



Median bonus pay gap

