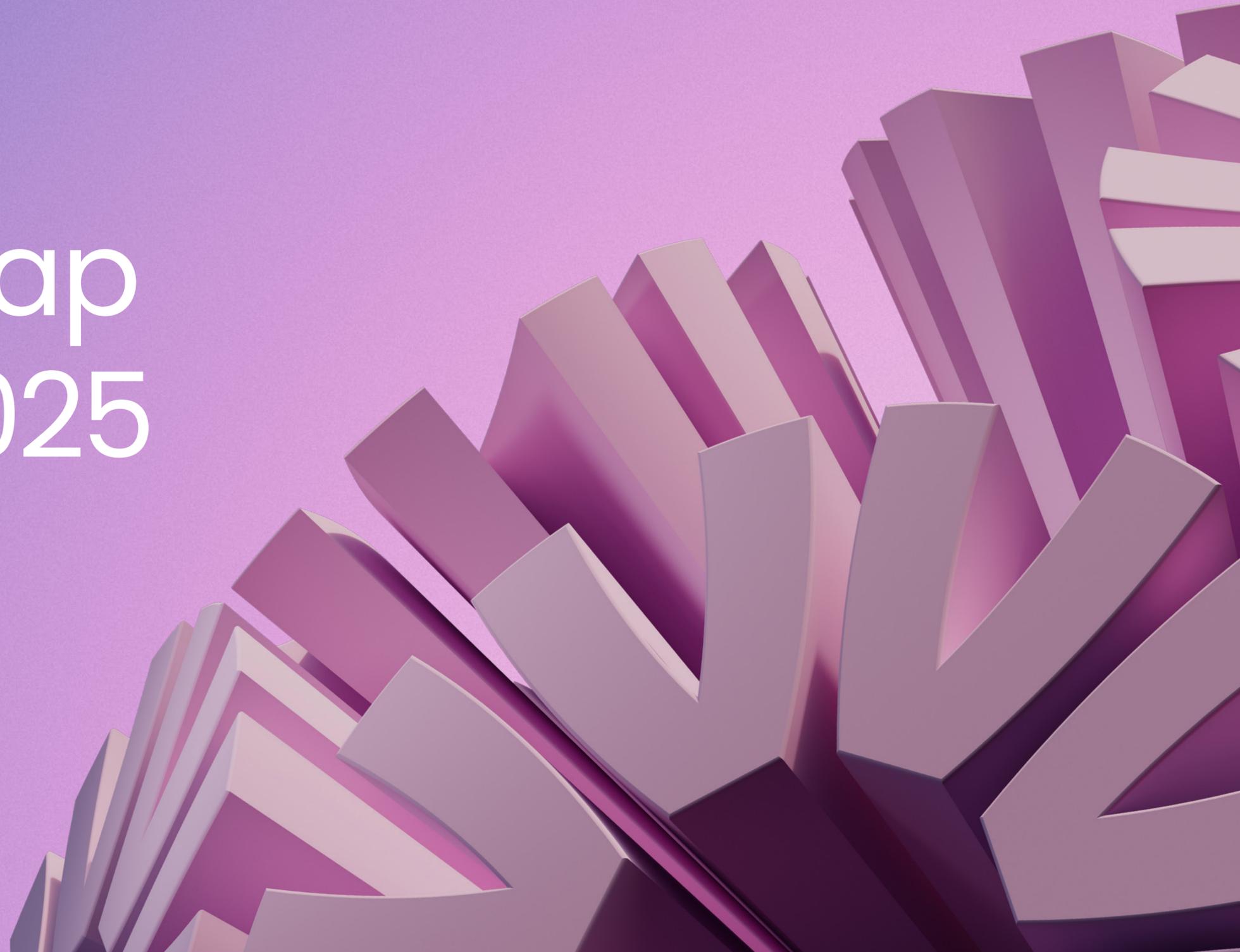


Gender Pay Gap Report April 2025



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 team that reflects the diversity of the customers we serve.

This year's gender pay gap results represent a significant step forward. As of April 2025, both our median and mean gender pay gaps are in favour of women, positioning us ahead of the UK benchmark. This reflects meaningful progress in how we attract, retain, and reward talent across the organisation.

We are clear, however, that gender pay gap figures are shaped by representation across roles and levels. Our priority is therefore to drive sustained, structural change—improving gender balance across all parts of the business, particularly in operational teams, while continuing to support progression into higher-paying roles.

We are taking deliberate action to achieve this. From targeted recruitment and inclusive hiring practices to clear career pathways and development opportunities, we are building an environment where everyone has the opportunity to succeed. Our continued recognition as one of The Sunday Times Best Places to Work reflects the strength of this approach and the culture we are creating.

We are proud of the progress reflected in this report, but we are equally focused on what comes next. We remain committed to achieving gender parity across Vorboss by 2028.

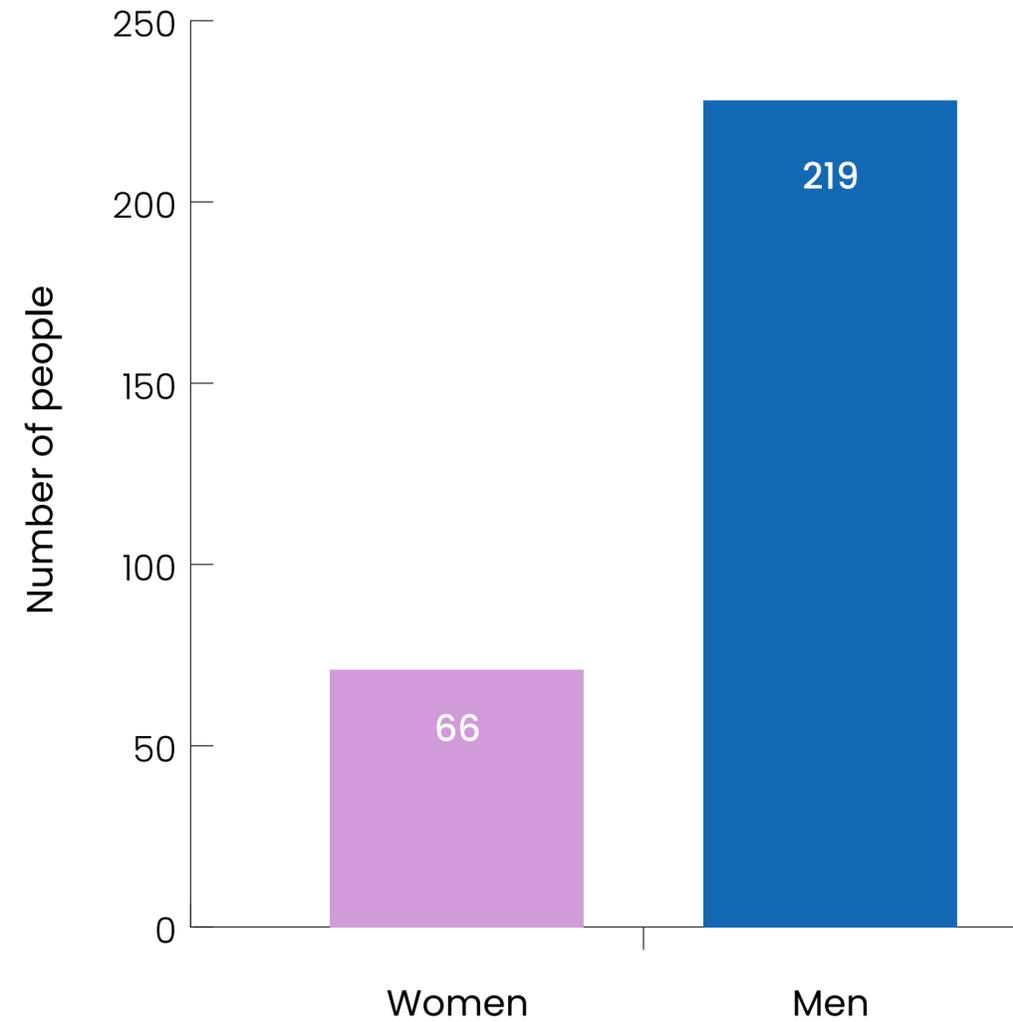
I confirm that the data presented in this report is accurate.

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

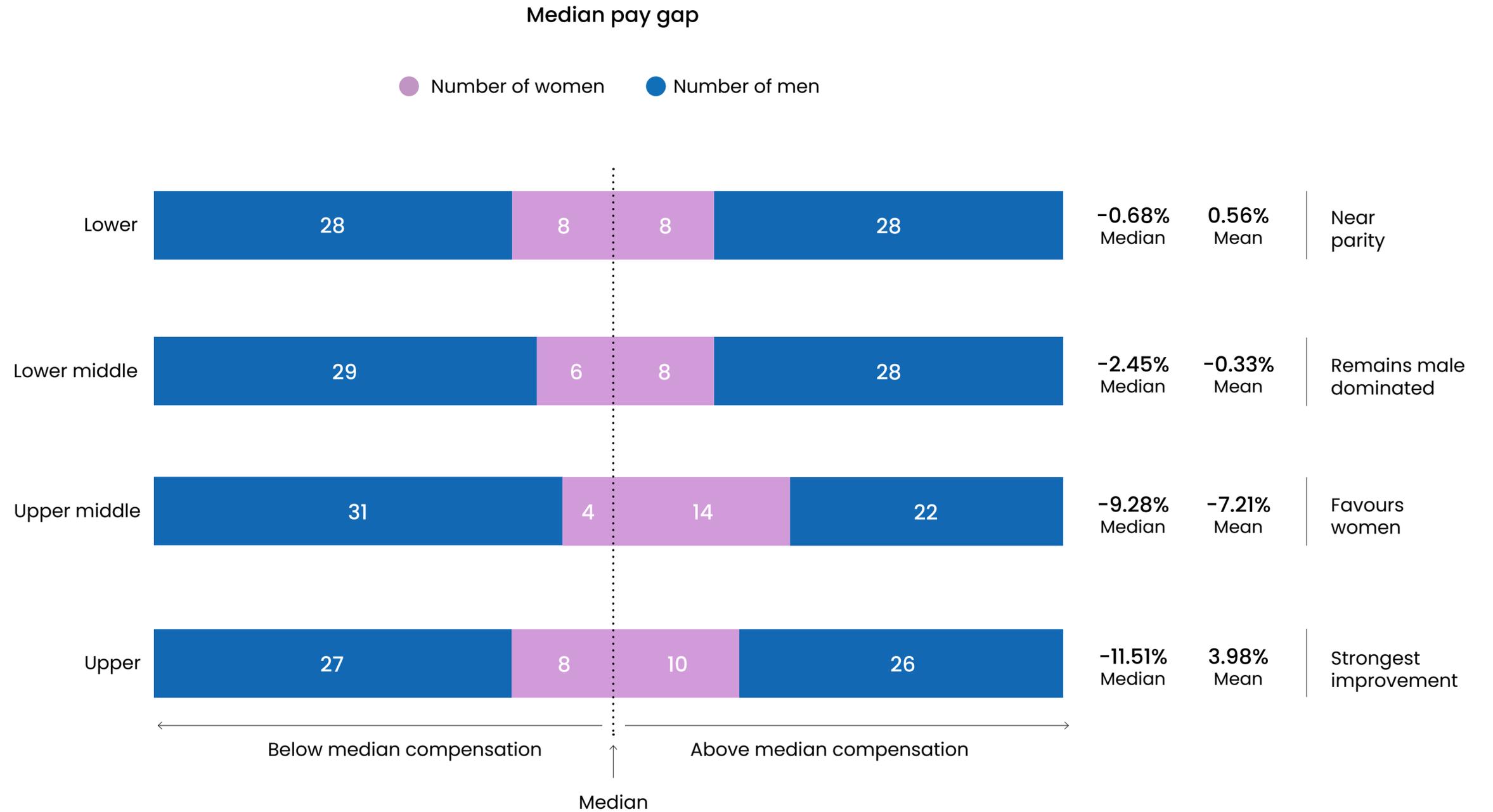
Rikshita Khela
Chief People Officer

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. Our 2025 Gender Pay Gap results reflect meaningful progress, alongside changes in the structure and composition of our growing business.

As of 5 April 2024, our median gender pay gap was 0%, meaning men and women earned the same median hourly pay. As of 5 April 2025, this has shifted to -13.65% in favour of women.

Our mean gender pay gap has also moved from 9.36% in favour of men in 2024 to -4.53% in favour of women in 2025. In comparison, the UK median gender pay gap remains in favour of men at 13.1% (Office for National Statistics, 2024), positioning Vorboss ahead of the national benchmark.

These results reflect changes in workforce composition and representation across the organisation as we continue to evolve. Growth in some areas and changes in others have influenced how men and women are distributed across pay quartiles.

Improvements in favour of women were seen in the Upper, Upper Middle and Lower pay quartiles. In the Lower Middle quartile, the gap moved in favour of men, reflecting lower representation of women in certain operational roles. Addressing this imbalance remains a clear priority.

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

Actions

We are committed to achieving gender parity across Vorboss by 2028 and are taking targeted action to deliver this. Our approach focuses on improving representation, enabling career progression, and strengthening an inclusive workplace culture.

Representation within our Lower Middle pay quartile continues to be influenced by the underrepresentation of women in field-based roles. Addressing this imbalance remains a priority as we continue to evolve our approach to attracting and retaining diverse talent.

From the outset, we have taken steps to address barriers to entry within the industry. This has included reviewing and updating job descriptions to ensure language is inclusive and encourages applications from a broader and more diverse talent pool.

As we began hiring women into operational roles, we also identified structural challenges, including the availability of suitable tools and uniforms. Much of this equipment had historically been designed with men in mind. In response, we worked closely with suppliers to develop more inclusive solutions that better support women in these roles. As a result of this work, suitable uniforms are now significantly more accessible, both within Vorboss and more widely across the industry.

Alongside this, we continue to invest in career development through initiatives such as the Vorboss Expert Track and structured secondments, ensuring employees have clear pathways to progress and build long-term careers with us.

Actions

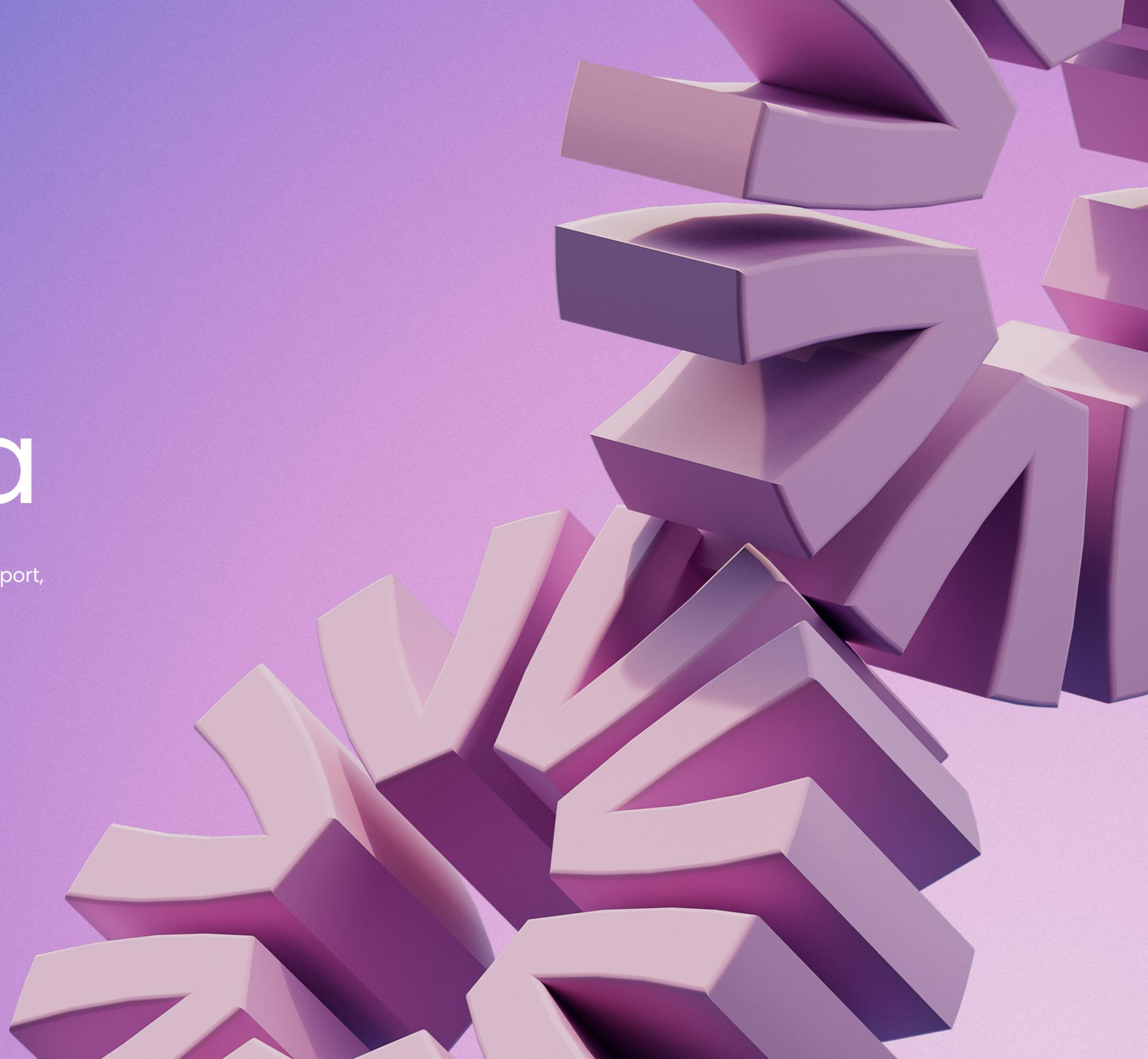
We support development at all levels through training, mentorship, professional certifications, in-house speaking events, and a professional development budget equivalent to 5% of each employee's annual salary (capped at £2,500 per year).

We are committed to creating an environment where everyone can succeed, removing barriers to inclusion and ensuring all employees are supported to perform at their best.

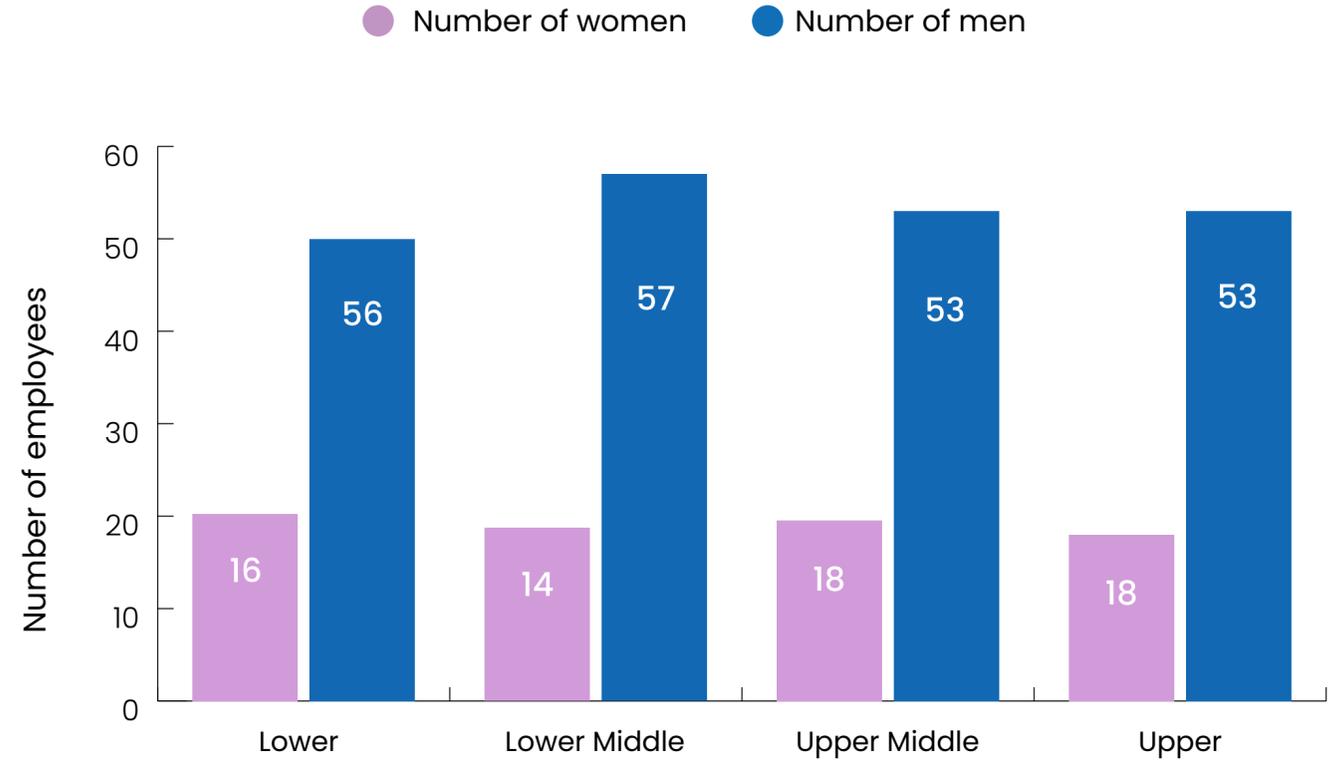
We also actively engage with industry forums and networks focused on diversity and inclusion to ensure we remain aligned with best practice. We are proud to have been recognised for the third consecutive year by The Sunday Times as one of the Best Places to Work in the UK.

Source Data

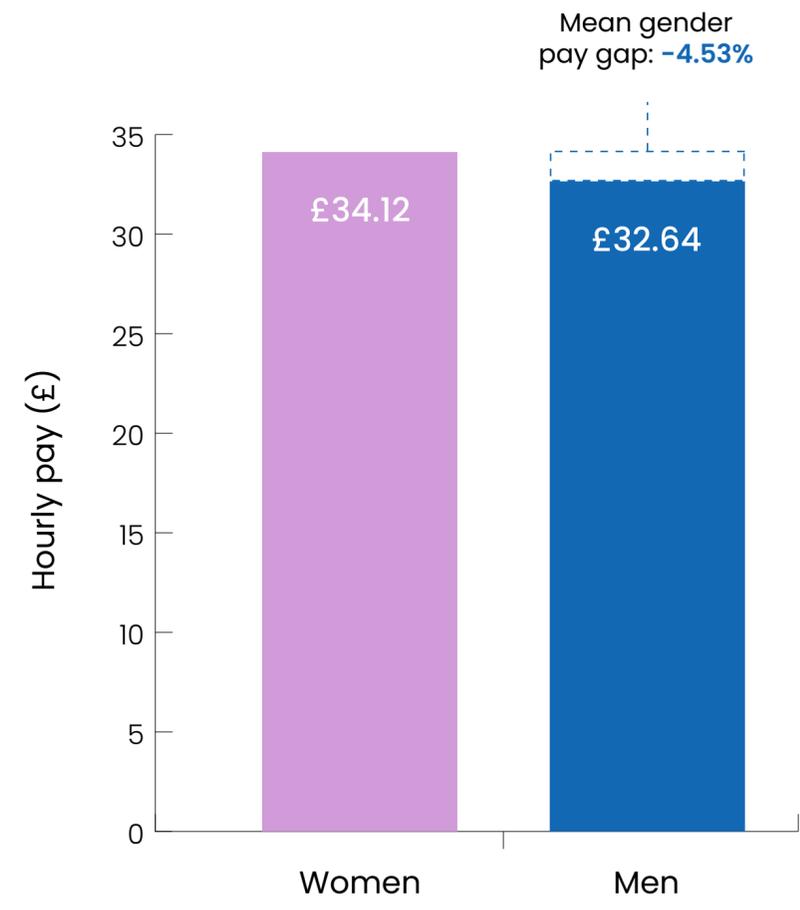
As of April 2025, we were at a headcount of 285 employees. For this report, we collected data using the snapshot date of 5 April 2025.



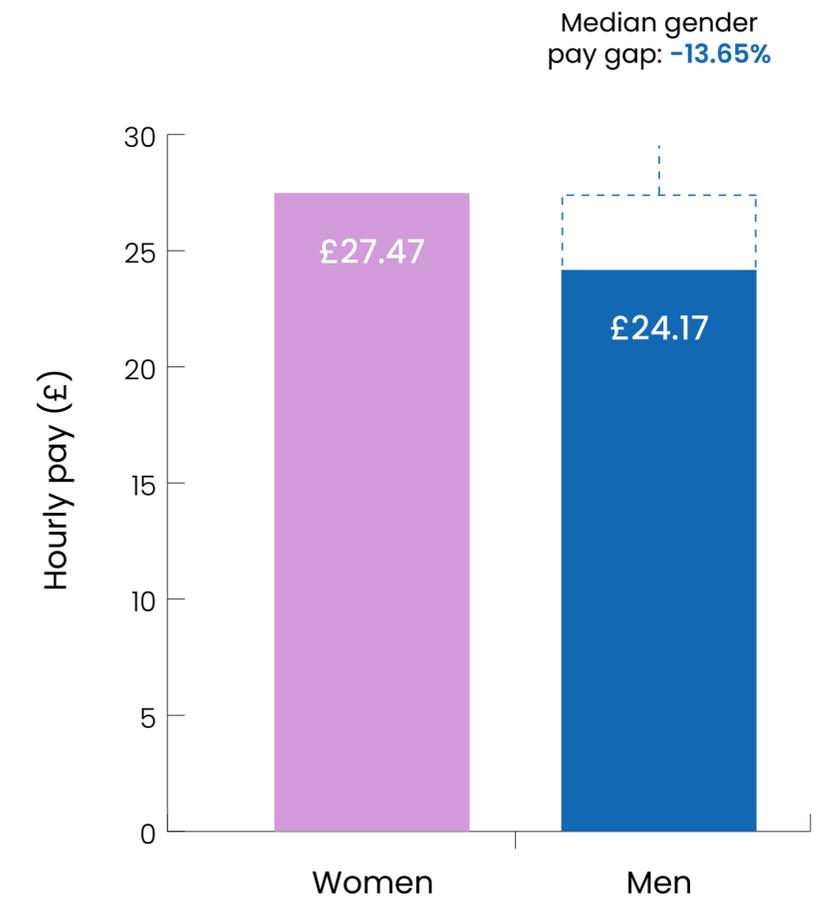
Number of women and men in each pay quartile



Mean gender pay gap



Median gender pay gap

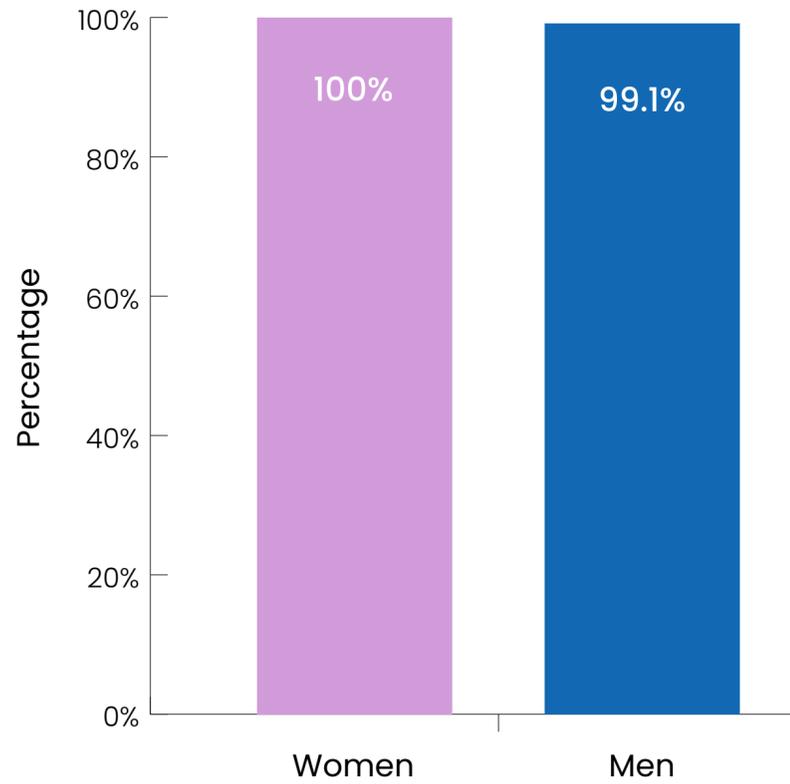


Both median (-13.65%) and mean (-4.53%) pay gaps are now in favour of women.

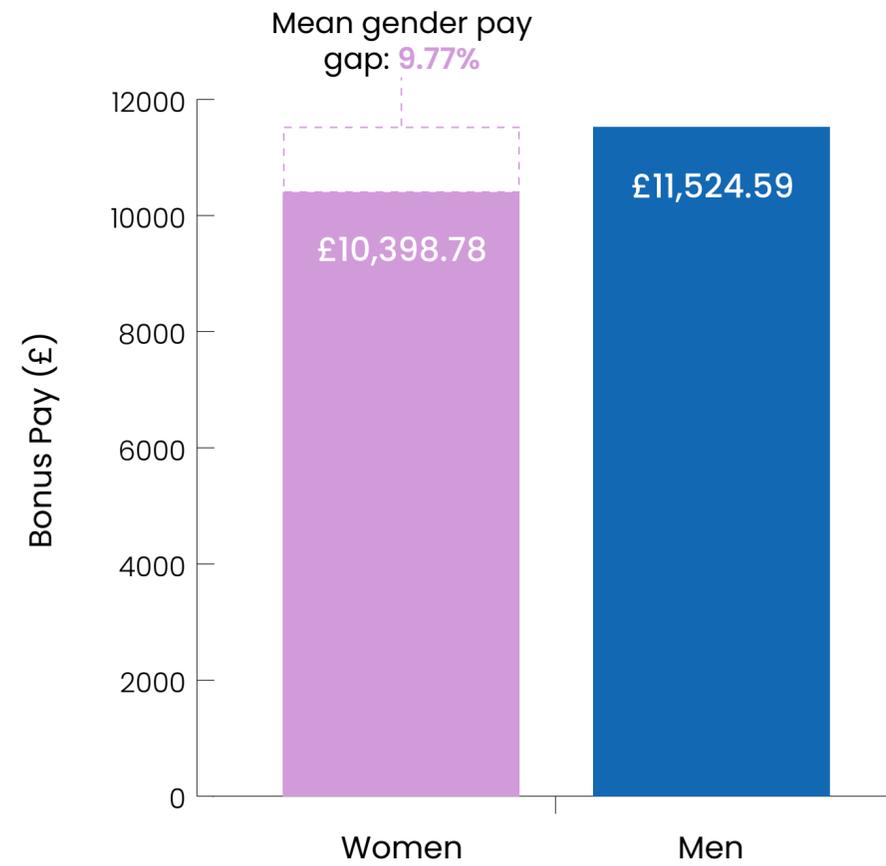
Vorboss is outperforming the UK benchmark (13.1% in favour of men)

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



