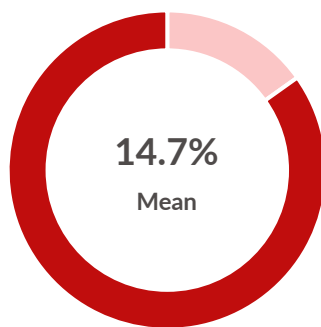


ARCUS FM LIMITED GENDER PAY GAP REPORT 2025

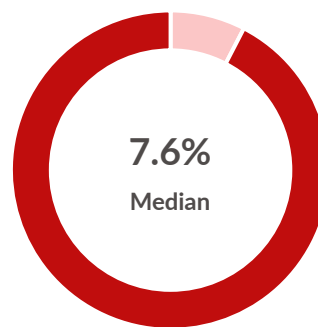
Arcus FM Limited (Arcus FM) is required by law to publish an annual gender pay gap report.

This is the report for the snapshot date of 5 April 2025.

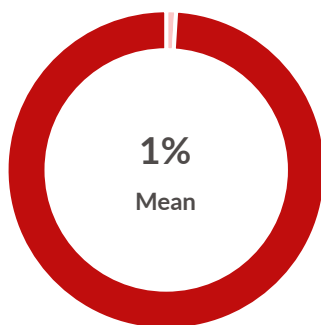
The mean gender pay gap for Arcus FM is 14.7%



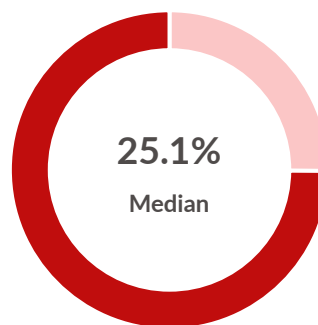
The median gender pay gap for Arcus FM is 7.6%



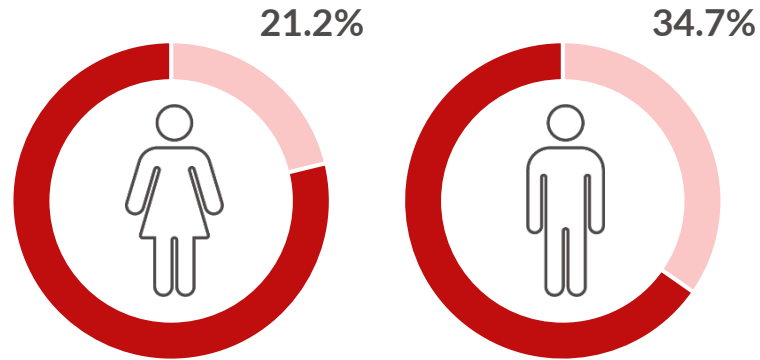
The mean gender bonus gap for Arcus FM is 1%



The median gender bonus gap for Arcus FM is 25.1%

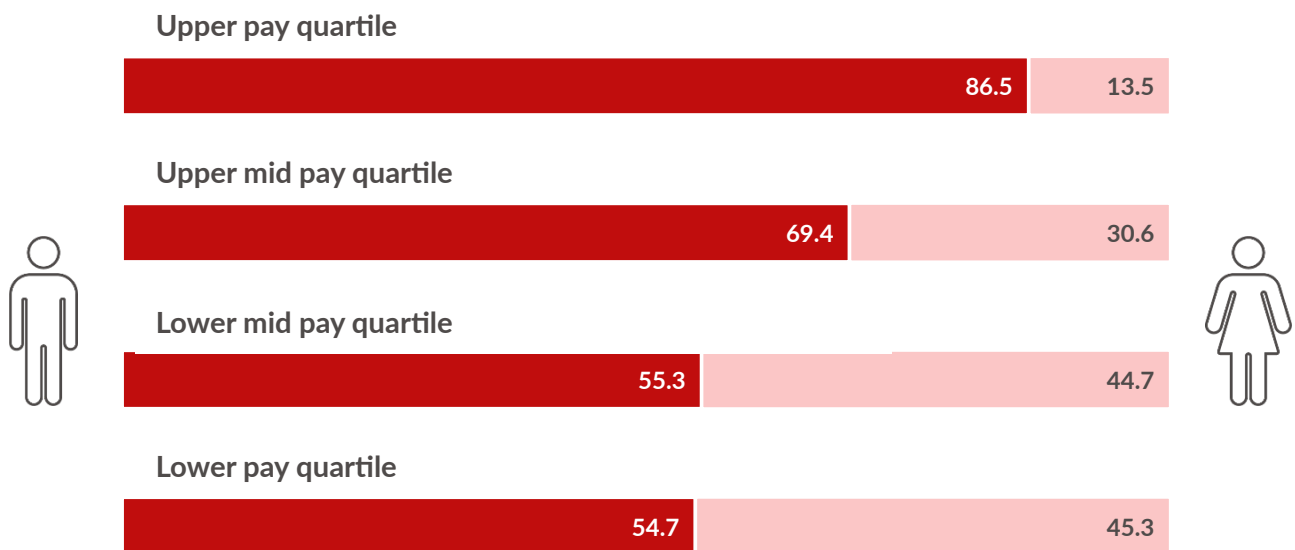


The proportion of male colleagues in Arcus FM receiving a bonus is 34.7% and the proportion of female colleagues receiving a bonus is 21.2%.



The figures set out above and below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

PAY QUANTILES BY GENDER



WHAT ARE THE UNDERLYING CAUSES OF ARCUS FM'S GENDER PAY GAP?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Arcus FM is committed to the principle of equal opportunities and equal treatment for all colleagues, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying colleagues equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we:

- carry out pay and benefits reviews at regular intervals.
- have a robust job evaluation tool to ensure roles are evaluated on job content alone
- evaluate job roles and pay grades as necessary to ensure a fair structure.

Arcus FM is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the types of roles in the organisation that attract predominantly Male applicants.

Any employer reflects the society in which it operates. There are fewer women than men in engineering and technology roles in the UK – as of 2024, just 16.9% of the UK's workforce who were in engineering and technology roles were female. Given that the professions Arcus employs are predominantly in engineering, it follows that we have a higher ratio of male to female job applicants and consequently a higher ratio of males to females in our engineering roles, these roles have higher salaries. As of January 2025, from a team of 802 specialist mobile engineers just seven were female / identified as female.

As a result, the proportion in higher positions would be male.

HOW DOES ARCUS FM'S GENDER PAY GAP COMPARE WITH THAT OF OTHER ORGANISATIONS?

Most organisations have a gender pay gap and we are reassured that our gap is typical of other organisations in our industry and are taking active steps to correct it.

WHAT IS ARCUS FM DOING TO ADDRESS ITS GENDER PAY GAP?

While Arcus FM's mean gender pay gap compares favourably with that of organisations across the whole UK economy, it is recognised that this position requires continual improvement and we need to sustain our efforts to reduce this gap. The organisation also recognises that in a significantly large proportion of roles their recruitment is influenced by the disproportionate number of males who apply in our talent pool.

We understand and will always comply with our statutory obligations which are to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010. We also recognise the value that a flourishing and diverse workforce brings to our customers and our business. We therefore work beyond the minimum standard set by UK legislation. Our Equality, Diversity and Inclusion Strategy on our website shares our vision which is:

'To create a diverse workforce and an inclusive workplace culture where every Arcus colleague feels included, that they can be themselves and they can achieve their full potential.'

Since refreshing our ED&I strategy for 2023-28 we have begun to implement action areas with the support of our Chief Commercial Officer as the executive level sponsor of our ED&I strategy.

We have four action areas to help us realise our vision and will support and drive this strategy:

- 1. Identify our EDI improvement areas.** To measure progress, we will continue to collect data against the nine protected characteristics, the Sustainable Facilities Management Index (SFMI) and the National Themes, Outcomes, Measures (TOMs) social value measurement framework.
- 2. Review policy and procedures** to support the EDI strategy. We will continue to meet our statutory responsibilities and ensure we are always mindful of and compliant with UK legislation, primarily the Equality Act 2010. We will ensure that Arcus' policies and procedures support everyone's right to be treated fairly and do not discriminate against any of the protected characteristics.
- 3. Ensure an inclusive environment.** As an inclusive employer we aspire to create a workplace environment which our colleagues describe as open, inclusive and where everyone feels valued, respected and recognised. To this end we have set up our Colleague Engagement network to engage all our colleagues with our EDI strategy and aspirations and provide progress updates. Through this network we will issue regular ED&I initiatives which educate and celebrate our differences. We remain an accredited Disability Confident employer.

4. **Increase our workforce diversity.** As an inclusive employer we will aim to increase diversity within our colleague population by attracting and retaining a diverse workforce. We will also increase diversity within targeted groups of current colleagues as identified within our priority improvement areas.

Since our last Gender Pay Gap review, we have increased female headcount by 66 colleagues, with 14 additional women now in senior roles, strengthening representation at leadership level.

Progress is also evident within technical career pathways. Since April 2024, three women in mobile engineering roles – representing 33% of that cohort – have been promoted.

Representation across our Colleague Engagement Network constituencies remains strong, with 60 members in total, of whom 36 are female, demonstrating continued momentum in improving gender balance across key forums. One of our forums is Women at Arcus.

Arcus is committed to building on our progress and believe our initiatives will continue to drive positive change. We are pleased to retain our silver award accreditation for the Inclusive Employer Standard.

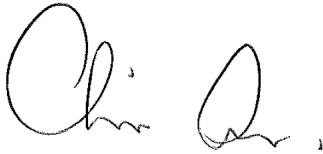
We will continue our current investments including:

- Sponsorship Programmes which are open to all colleagues wishing to apply for funding for additional external qualifications, Apprenticeships, or training to support career development. We also continue to grow our workforce, internally and externally, through our National Training Centre.
- A commitment to review and assess all nominations for internal talent programmes.
- Celebrating and promoting our female colleagues through our communications including International Women's Day and International women in engineering day.
- Encouraging female applicants through their visual representation in under-represented roles on the company's Career website and other marketing materials, and focused talent attraction.
- Continue to promote and support our special interest group 'Women at Arcus' to ensure women's voices are heard across the business, to include the creation and review of policies such as our Sexual Harassment policy, flexible working policy etc.
- Showcase our technical roles to current colleagues, including our female colleagues, by hosting 'taster days' in shutters and gates engineering and building fabric engineering.
- Communicate our entry level opportunities (Traineeships) in our engineering teams, Shutters and Gates, Mechanical & Electrical and Building Fabric, which will give colleagues the opportunity to move into these technical roles.

The challenge of the gender pay gap is complex. With these progressive initiatives to work towards eliminating the gender pay gap we are confident that sound inroads of progress will be made. The Diversity and Inclusion Strategy 2023-2028 is a live plan that will be reviewed every two years with required updates. It may be several years before the full impact is clear. In the meantime, Arcus FM is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap.

I, Chris Green, Chief Executive Officer confirm that the information in this statement is accurate.

Signed



Date: 1 April 2026