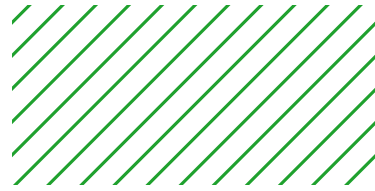


Gender Pay Gap Report 2025

Introduction



At Orona MidWestern Lifts Ltd (OMWL), we recognise that equality, diversity, and inclusion are at the heart of good management practice, and we reflect these principles in our values and our motto: “getting closer.”

ORONA is a global market leader in the elevation sector, established over 60 years ago in the Basque Country, Spain. Since the beginning, our activities have focused on the installation, maintenance, and modernisation of lifts and escalators of all brands and models, serving a wide range of market sectors. From our local origins, we have grown into an international company with a comprehensive business model across 14 European countries and equipment distributed in over 100 markets worldwide.

Orona MWL, with more than 100 employees, brings a wealth of market experience and a highly skilled local infrastructure, strengthened by the support of our global organisation.

Our purpose is to **improve connection between people** by bridging the gap between them. From a functional perspective, we aim to reduce distances in the world; from a humane perspective, we aim to reduce distance with our customers, employees, suppliers, and society in general. This purpose perfectly encapsulates both the brand idea and our motto: “getting closer”.

Our aim at Orona MWL is to be a great place to work and we believe that equality, diversity and inclusion are the main pillars to achieve this. We are committed to building a more diverse workforce where every individual feels comfortable being themselves and has the opportunity to succeed.

Following an analysis of the data below, we recognise that a gender pay gap exists at Orona. This is primarily driven by a lower representation of women within the company, particularly in senior roles, a reflection of the male-dominated nature of our industry.

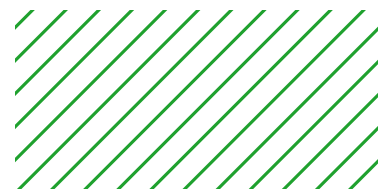
Although a gender pay gap is present, it does not stem from unequal pay. We maintain a gender-neutral approach to pay across all levels of the organisation and monitor this regularly to ensure we continue to meet both our legal and moral obligations.

We acknowledge that achieving gender balance takes time, but we remain committed to learning, adapting, and making meaningful progress toward lasting change.

A handwritten signature in dark ink, appearing to read 'U. Howat'.

Kate Howat

HR Director



Understanding the Gender Pay Gap

It is important to note that the gender pay gap and equal pay are two separate measures. The **gender pay gap** is the difference in the average hourly pay of women compared to men, such that it captures whether women are represented evenly across an organisation. For example, if there is a greater proportion of males than females in senior level positions, the gender pay gap is typically greater.

Where a percentage difference is shown, a positive value means a percentage difference in favour of males and a negative value means a percentage difference in favour of females. **Equal pay** refers to the pay difference between men and women who carry out the same job or perform work of equal value.

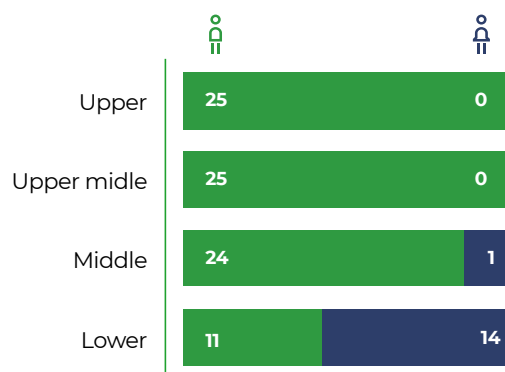
This is the first reporting period for Orona Midwestern Lifts (OMWL) Ltd on the Gender Pay Gap front. We have chosen a snapshot date of 26th June 2025.

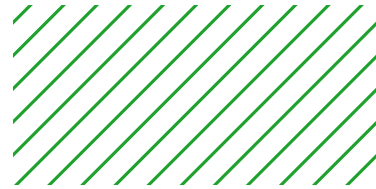
Quartiles

We have 107 Employee's for whom we are reporting data for, of which 86% are Male and 14% are Female.

When we look at our quartiles, we can see the Upper, Upper Middle and Lower Middle are dominated by Males, with Females making up more than half of the Lower Quartile. This is largely due to the sector being Male-dominated and Males working at more senior posts in our Company.

The below information demonstrates the Male/Female percentage distributed across four equally sized quartiles.





The 2025 Gender Pay Gap

The Mean: The difference between women's mean hourly wage and men's hourly wage. It is the average hourly wage across the entire company.

The Median: The difference between women's median hourly wage and men's median hourly wage. It is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

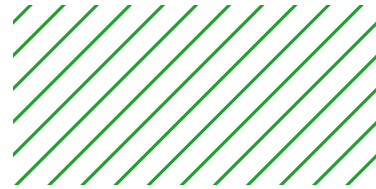
Our **Mean** Gender Pay Gap was **63.04%** while our **Median** Gender Pay Gap was

This data reflects the predominantly male workforce within Orona MidWestern Lifts Ltd., particularly across the Upper and Upper Middle quartiles, where many employees holding senior positions are male.

While the pay gap is significant, we are firmly committed to ensuring equal and fair pay for all employees, regardless of gender or role. The wider industry remains male-dominated, which is reflected in the composition of our workforce — both in the field and in office-based roles.

We are dedicated to promoting gender balance and continue to welcome women into all opportunities at OMWL. Over time, we are confident we will see an increase in female representation across all areas of our business.

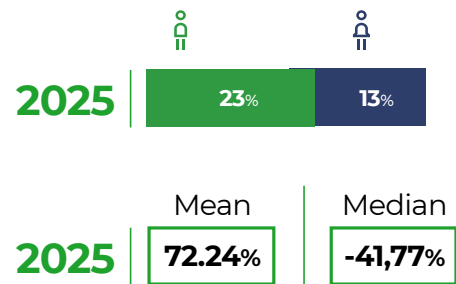




Gender bonus gap

The percentage of men and women who received a bonus (or commission) in the 12 months preceding the Snapshot date:

The **Mean** bonus gap was **72.24%**, and the **Median** was **-41.77%**. As this is our first reporting cycle, a predominantly Male **Mean** percentage was anticipated in line with the above explanation of the make-up of our workforce.

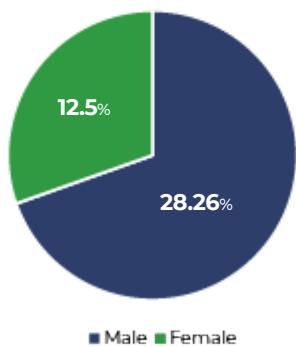


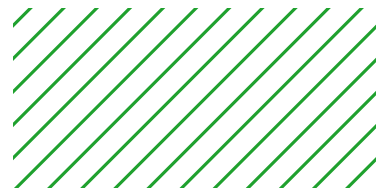
Benefit - in - Kind

BIK Gender Pay Gap data relates to the percentage of males and females who receive a **benefit-in-kind** as recorded on our specific snapshot date.

The main reason for Males having more than 50% more BIK than women is mainly due to more Males being in receipt of Company Cars due to the seniority of their positions.

Gender distribution - Bik total





Actions

Our first snapshot of the Gender Pay Gap has highlighted several factors influencing gender imbalance in pay, many of which we were already aware of, given the male-dominated nature of our industry.

At OMWL, we are committed to empowering every individual in our workforce to grow and succeed. As we look to the future, our goal is to see greater balance achieved through increased **diversity** across all areas of the industry and to encourage females to enter the industry.

We aim to **attract** more female apprentices who can gain valuable hands-on experience in their roles and, over time, progress into senior positions within our company. While we recognise that bridging our Gender Pay Gap is a long-term journey, we are fully committed to taking meaningful steps in the right direction.

As part of this commitment, we will review and update our **recruitment** processes to ensure our job adverts use **gender-neutral** wording and that **Diversity and Unconscious Bias** training are delivered across the business. We will also ensure our policies remain flexible to support females, review our benefits to make sure they are inclusive to all genders, and audit our bonus schemes and promotion practices. Additionally, we aim to increase access to leadership roles for all genders, fostering an environment where everyone has equal opportunity to progress and succeed. This will be made possible through industry-based **learning opportunities** aimed at providing women with the necessary knowledge needed to enter more senior roles in our company and become future leaders.

Declaration

At Orona MWL Ltd. we believe that it is important to be transparent when reporting on our data. This report gives an overview of our data as of 26th June 2025.

I confirm that the information contained in this report is accurate and has been prepared in accordance with the requirements of the Gender Pay Gap Information Act 2021 and the Employment Equality Act (Section 20A) (Gender Pay Gap Information) Regulations 2022.

Joao Areias Ribeiro
Managing Director

Orona Solutions