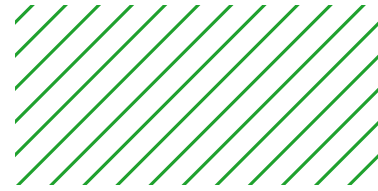




Gender Pay Gap Report 2025

Introduction



At Orona Ltd we recognise that equality, diversity and inclusion in the workplace is at the heart of good management practice and we reflect this directly in our values and motto "getting closer".

ORONA is a market leader in the elevation sector worldwide, and was established 60 years ago in the Basque Country, Spain. Since the beginning our activities have focused on installing, and providing maintenance and modernisation services for lifts and escalators of all brands and models, covering all market sectors. From a local company we have developed into an international company that has comprehensive business model in 12 European countries and distributes its equipment throughout 100 markets.

Orona Ltd, with more than 300 employees, offers a wealth of market experience and a highly skilled local infrastructure further supported by a 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 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 working to create a more diverse workforce where every individual is comfortable with being themselves and knows how to be successful at Orona.

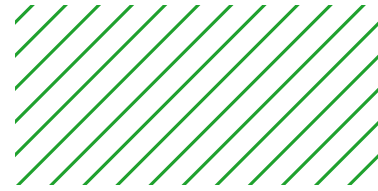
After an analysis of the below data, we recognise that a gender pay gap is present at Orona which is driven by fewer women in the company and in senior positions which is common in our, male dominated industry.

Although a gender gap is present, it is not a result of equal pay issues, as we have a gender-neutral approach to pay across all levels of the organisation. We regularly monitor this to make sure we meet this legal and moral obligation.

Whilst we recognise that a gender balance takes time to change, we are committed to keep learning and responding to the data to make improvements and make a change.

Kate Howat

HR Director



The following information and infographics represents Orona Ltds gender pay gap data, as at 5 April 2025 (Snapshot date).

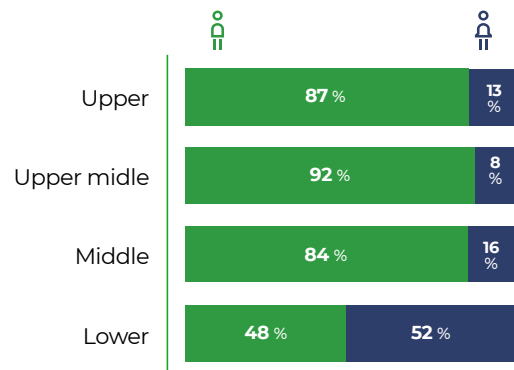
| | 2025 | 2024 | 2023 | 2022 | 2021 | 2020 |
|---------------|--------|--------|--------|--------|--------|--------|
| Mean | 22.31% | 18.11% | 25.76% | 26.28% | 27.20% | 32.90% |
| Median | 18.5% | 20.40% | 29.40% | 36.79% | 40.32% | 41.50% |

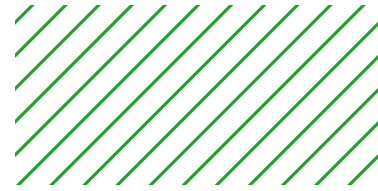
This is the sixth reporting period Orona Ltd has shared its data and we are pleased to see **Median** gap between males and females is reducing year on year, although this year we have seen a slight increase in the **Mean** gap. We are aware that our statistics are higher than the national average, which we believe can be attributed to the relatively smaller number of females within the business and in more senior roles; a theme consistent across the industry.

% of Males & Females split by Quartiles

Quartiles

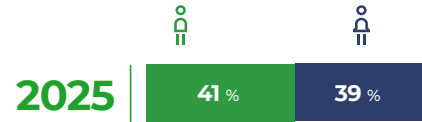
The below information shows the proportion of males and female employees distributed across four equally sized quartiles:



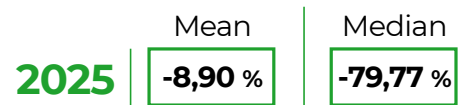


Gender bonus gap

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



The mean and median bonus gap saw a significant improvement from the previous year suggesting that the gap between male and female bonus pay is very much showing in favour of females:



Actions

We are committed to seeing a continued reduction in our Gender Pay Gap, and are already taking steps to achieve this. We continue to increase the number of senior roles filled by females through internal moves and new hires, and we are focussed on raising awareness of the company and the industry to increase the diversity of our workforce.

Declaration

At Orona we believe that it is important to be transparent when reporting on our data. This report gives an overview of our data as of 5 April 2025.

I confirm that Orona Ltds Gender Pay Gap data has been calculated in accordance with the requirements of The Equality Act (Gender Pay Gap Information) Regulations 2017.

Joao Areias Ribeiro
Managing Director



ORONA