

Gender Pay Gap 2025

AESSEAL plc

Gender Pay Gap & AESSEAL plc

This report outlines our Gender Pay Gap reporting obligations in the UK, as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

It is important to note that the Gender Pay Gap is not the same as equal pay; equal pay looks at the individual level and is about ensuring men and women are paid the same for carrying out the same work, or work of equal value.

The Gender Pay Gap refers to the difference in average earnings between men and women across the workforce. It is expressed as a percentage of men's earnings and measured in two key ways:

1. Median Gender Pay Gap: This compares the median (middle) hourly earnings of men and women.
2. Mean Gender Pay Gap: This compares the average hourly earnings of men and women.

Considerations

The Gender Pay Gap can be a complex issue with multiple contributing factors. For example, the pay gap tends to be smaller for younger workers and widens significantly with age – this may be due to the impact of career breaks, part time work and slower career progression for women.



As is the case with most engineering companies, AESSEAL® operates in a historically male-dominated industry and therefore does have challenges in terms of an uneven gender split between men and women, particularly for those further on in their careers.



The hourly pay figure includes items specified in the regulations, such as allowances and shift pay. At AESSEAL®, the Gender Pay Gap is influenced by a higher proportion of men in skilled and workshop-based roles which often attract a shift premium.



Similar to the above, proportionately more of the male population are in leadership and/or sales-based roles which tend to be inclusive of a higher “on target” bonus and may distort the figures.

AESSEAL® is committed to equality of opportunity for all, and the Company is confident that any Gender Pay Gap is not because we pay men and women differently for the same or equivalent work.

The Company continues to make meaningful progress in reducing its Gender Pay Gap. In 2025, both the median and mean gender pay gaps have decreased for the second consecutive year, reflecting our ongoing focus on fair pay practices, talent development and inclusive recruitment.

Mandatory Reporting Requirements

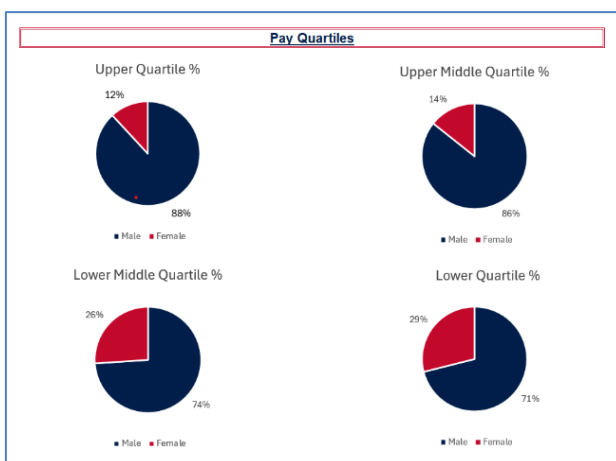
The Company's Gender Pay Gap statistics are based on 475 employees who received full pay during the relevant pay period.

The gender bonus gap relates to 510 employees who were employed during the 12 months prior to the relevant pay period and received a bonus during that year.

The difference in employee numbers reflects the statutory reporting requirements, which assess hourly pay for employees receiving full pay at the snapshot date, and bonus pay for all employees employed during the preceding 12-month period.

	2025	2024	2023
Median Gender Pay Gap	16%	19%	21%
Mean Gender Pay Gap	21%	28%	26%

Both the Median Gender Pay Gap and the Mean Gender Pay Gap are continuing to decrease. The median average pay gap has decreased to 16% in 2025, whilst the mean average pay has also decreased by 7% in the last 12 months.



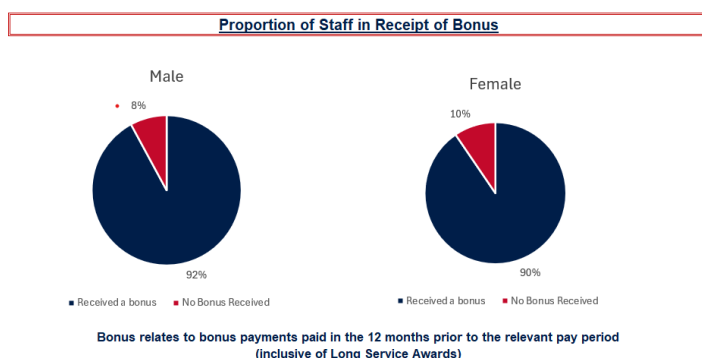
While men continue to comprise a higher proportion of the upper pay quartiles, the representation of women in the top two quartiles has increased by 3% compared to 2024

Within the three lower quartiles, both the median and mean pay gap suggest that women are paid at least equal, if not favourably, compared to men.

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Median Pay Gap	6%	0%	-3%	0%
Mean Pay Gap	9%	0%	-2%	-6%

The overall gap is influenced by an under-representation of women in higher paying roles, the disproportionate number of women in the sector overall and the smaller pool of women from which to recruit for senior positions.

As well as actively working to attract more women into the industry through apprenticeship schemes or entry level opportunities, we continue to recognise development and promotional opportunities within our existing workforce – for both men and women. However, there will be a period until our entry level women progress in their careers and ultimately influence the upper quartile.



Compared to 2024, the percentage of all employees receiving a bonus has remained consistent at 91%

Bonus eligibility and structure are role based and apply consistently regardless of gender. Whilst most of our employees receive a fixed bonus (resulting in a median of 0%), the higher bonus payments are generally performance-related bonuses and are paid to roles which have a higher proportion of men. An example of this is the UK external sales team which is all male.

What are we continuing to do to address our Gender Pay Gap?

We are committed to inclusive recruitment by using gender-neutral job descriptions and ensuring diverse interview panels. Our promotion processes are also regularly reviewed to ensure fairness and equal opportunity for advancement.

We offer training programmes to support leadership development among women and other underrepresented groups, equipping them with skills and opportunities to move into higher-paying roles.

We continue to work closely with local schools, colleges, and universities to help promote STEM subjects (Science, Technology, Engineering and Maths) and to raise awareness of career opportunities available within the engineering sector, actively encouraging individuals of any gender to consider their futures within our sector. This includes local careers events and fairs.

In addition, the Company continues to sponsor local STEM initiatives including being a Gold Sponsor of the annual Get Up to Speed Event (GUTS). This is a free event for students, teachers and parents, showcasing career opportunities in science, technology, engineering, and manufacturing. The Company also continues to drive initiatives with regional universities including scholarships and bursaries for female engineering students, as well as sponsoring 'Women in Engineering' events.