

**Our ambition:** is to build a high-performing workforce that drives sustainable business success and long-term growth, underpinned by an inclusive culture, where we work together as One Team to achieve shared success.

## Our Commitment

At thyssenkrupp Materials UK, we recognise that a diverse and inclusive workforce is fundamental to our long-term success. This report sets out our gender pay gap data in line with UK statutory requirements and reflects our ongoing commitment to fairness, transparency, and equality of opportunity. By openly sharing our progress, we aim to build trust, encourage constructive dialogue, and demonstrate a workplace where all colleagues are respected, supported, and able to achieve their full potential

We are immensely proud to have achieved Top Employer accreditation for the third consecutive year, in 2024, 2025 and 2026. This achievement reflects the dedication and commitment of colleagues across the organisation and recognises the strength and consistency of our people practices and programs. It is testament to the shared effort that underpins our culture and our continued focus on creating a great place to work for everyone.

### Our shared values



## Gender Pay Gap Report 2025

### Introduction

At thyssenkrupp Materials (UK), we are committed to fostering an inclusive and equitable workplace. As part of our statutory gender pay gap reporting requirements, we have analysed our data from the snapshot date of April 2025. This report outlines the differences in average earnings between men and women across our UK operations.

## Current State

- Total Relevant Employees: 484
- Male: 360
- Female: 124

## Gender Pay Gap Metrics:

- Mean Gender Pay Gap: -3.10%
- Women earn 3.10% more than men on average per hour
- Median Gender Pay Gap: -11.22%
- Median pay for women is 11.26% higher than that for men

## Bonus Pay Gap Metrics:

- Mean Bonus Gap: 26.34%
- The mean bonus for women is 26.34% lower than for men
- Median Bonus Gap: -16.34%
- The median bonus for women is 16.34% higher than for men
- A slightly higher proportion of women received a bonus at 95.2% compared to 87.8% of men

### GENDER DISTRIBUTION ACROSS PAY QUANTILES:

QUANTILE	%Male	%Female
LOWER QUANTILE	76.9%	23.1%
LOWER MIDDLE QUANTILE	82.8%	17.2%
UPPER MIDDLE QUANTILE	68.4%	31.6%
UPPER QUANTILE	69.0%	31.0%

Female representation increases significantly in the upper quartiles, reflecting a growing presence in higher paid roles.

## Summary and Actions:

Our April 2025 Gender Pay Gap data indicates that, on average, women's hourly pay is higher than men's, with a mean gender pay gap of -3.10% and a median gender pay gap of -11.2% (negative figures indicating women's pay is higher). However, our bonus outcomes are mixed: while a higher proportion of women received a bonus than men (95.2% vs 87.8%) and the median bonus for women is higher (median bonus gap -16.34%), the mean bonus gap is 26.34% in favour of men, suggesting that higher-value bonuses are more concentrated among men. Representation analysis shows women make

up 124 of 484 relevant employees (-25.6%) and are underrepresented across all pay quartiles (ranging from 17.2% to 31.6%), indicating that improving gender balance, particularly into the roles and levels associated with higher bonus opportunity, remains a key focus for future years.

We are committed to continuing our efforts in the following areas:

- **Recruitment and attraction:** we will continue to strengthen our approach to recruitment to improve the gender balance of our applicant and appointment pipelines.
- **Development and progression:** we will review progression pathways, promotion processes and access to development opportunities to support improved representation of women at levels where pay and bonus opportunity are typically higher.
- **Ongoing monitoring of representation:** we will monitor the gender distribution across pay quartiles and job families and use this insight to inform workforce planning and targeted interventions where under-representation is greatest.
- **Bonus governance and consistency:** we will keep our bonus arrangements under review to ensure the scheme is applied consistently and outcomes are appropriately governed and calibrated.

We recognise that achieving long term equality requires consistent review, policy refinement, and continued commitment to fairness at all levels of the organisation.