

UK Gender Pay Gap

Report 2025

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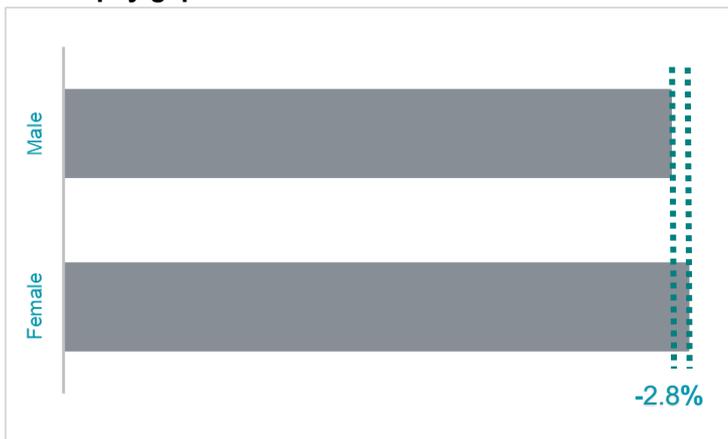
Introduction

We continue our commitment to being an inclusive and diverse employer and enjoy the transparency provided by the gender pay reporting in the UK. Creating an open and collaborative culture for all employees at DRÄXLMAIER, plays a fundamental part in maintaining our global presence and meeting the needs of our customers.

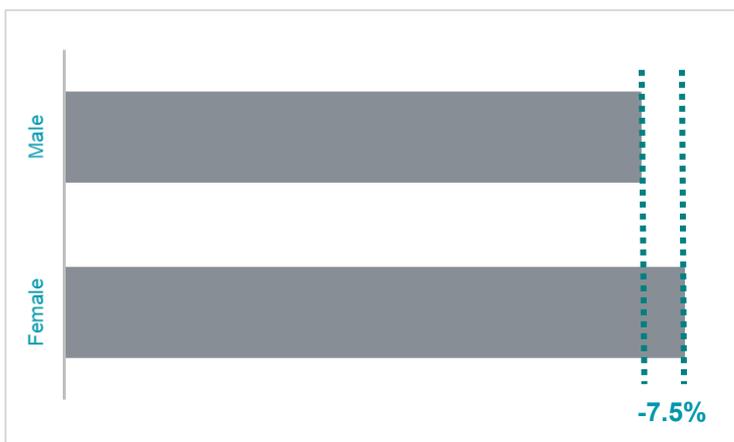
In this Gender Pay Gap Report, we provide our pay data; explanations behind each result, compare our data to the previous year and outline our plans for continued equality and diversity.

The pay difference between men and women

Mean pay gap



Median pay gap



Understanding our pay gap

The diagrams show our gender pay gap by comparing the average hourly pay of all women compared to men.

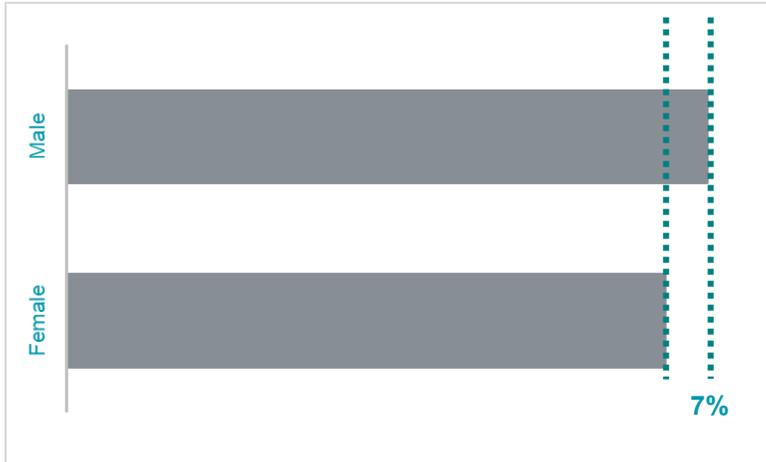
According to the Office of National Statistics the UK Gender Pay Gap for full time workers is 6.9%, This means in general across all working groups, Men earn 6.9% more than equivalent Female Workers.

The mean and median figures are used to provide an average percentage pay gap. At DRÄXLMAIER Automotive UK Ltd both the mean and the median show a higher pay for women vs men. This gap is now more closely aligned compared to our 2024 which showed women earning 5.1% more than men based on the mean and 11.8% higher based on the median gap.

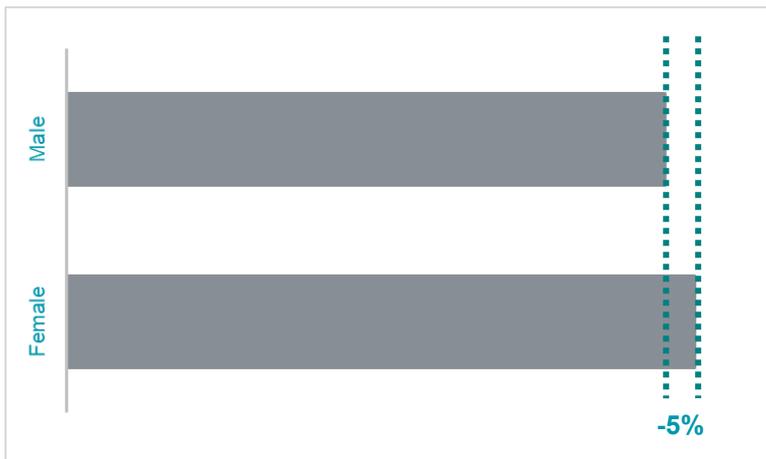
Our aim continues to achieve alignment for both genders.

The bonus pay difference between men and women

Mean bonus pay gap



Median bonus pay gap



Understanding our bonus gap

We have a higher portion of male employees within the business who are eligible for a bonus.

Since the alignment of bonus terms for employees hired from a previous acquisition/TUPE transfer the bonus structure is no longer comparing attendance bonuses for lower quartile employees to that of female mid-senior level employees. As a result, the mean data shows men earn 7% more than women compared to our 2024 result that showed women earned 22.6% more bonus than men. Our current result is a more accurate reflection of our business profile which statistically has more males in higher positions than females.

With the median data point showing that women receive 5% more bonus than men, down from 30.5% in 2024, this is a direct result of the alignment of the TUPE/acquisition terms mentioned above and no longer compares upper quartile female leaders to bonus payments made to some of our lower quartile employees, as reported in the past.

The percentage of men and women who receive bonuses

Understanding our bonus percentages

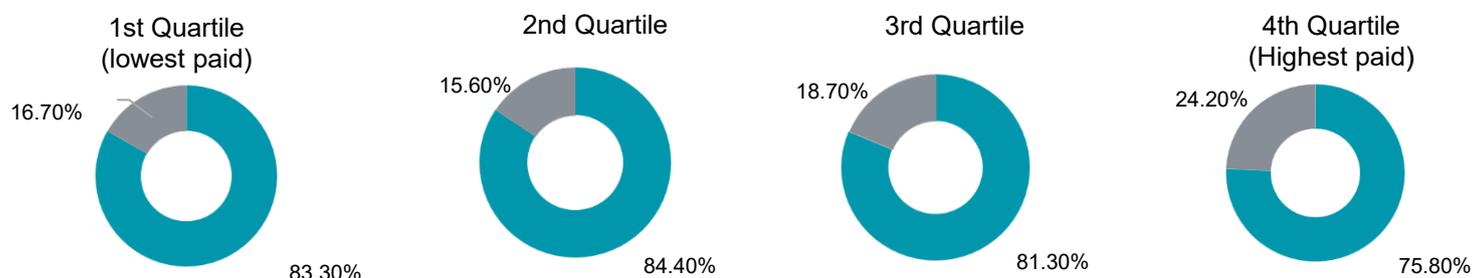
19.2% of our male employees received a bonus in 2025 and 13.9% of our female employees.

There is a slight improvement in comparison to 2024 data set for female employees which has risen by 3.3%, compared to 2024 result of 10.6%

We will continue to work to align the bonus criteria for both genders.

The percentage of men and women within our four pay quartiles

The diagrams below illustrate the percentage of men and women represented across our business. Quartile 1 represents our lowest-paid employees, whereas Quartile 4 represents our highest-paid employees.



Our current workforce is made up of 81.6% men versus 18.4% women. This figure is slightly below the industry average reported by SMMT (Society for Motor Manufacturers & Traders), which indicates the percentage of women employed within the Automotive sector as 20%.

Comparison of 2024 results

The mean and median pay gap has remained more favourable to women. This is a direct result of the introduction of identical pay tables for our production and logistics workers. This enforces our attitude of embracing equality and diversity within the business, ensuring both men and women are treated equally. To more closely align the pay for both genders we will continue to develop our pay tables for our salaried workers who support the manufacturing process.

Our median bonus pay gap results have seen a significant change compared to last year's results. This is due to changes in eligibility of a legacy bonus scheme.

The percentage of women who receive a bonus has risen by 3.3% in comparison to 2024 results.

We are encouraged to observe increases in female representation in our lower quartiles; this we believe is a direct result of pay equality across these levels. Disappointingly Quartile 3 (18.7%) and 4 (24.2%) have shown a slight decline in female representation in the period. That said at senior levels female representation remains constant at 33% thus displaying a stable

representation of women in upper management roles within our business. This has been an area the business has consciously worked on through training programmes and succession planning activities. We will continue to encourage both men and women to develop their careers within the automotive industry through direct sourcing and apprenticeship programmes.

What is next for DRÄXLMAIER UK?

We will continue to promote equality at DRÄXLMAIER UK by providing learning and development opportunities at all levels, as well as supporting the career paths available to our employees. In addition, we are committed to furthering our fair and diverse recruitment strategy; encouraging people from all backgrounds, no matter their race, ethnicity or gender, to come and work for the DRÄXLMAIER family. As a global business operating in over 20 countries, it is in our best interest to attract talent from varying backgrounds in order to meet the needs of our customers.

We will continue to publish our Gender Pay Gap Report year-on-year, in line with the UK Government's legislation, providing commentary and context for each data set.

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