

Gender Pay and Bonus reporting statistics for individuals employed by Element Materials Technology Environmental UK Limited at 5 April 2025.

The gender pay gap explained:

A pay gap is the difference in median or mean pay between two groups within a workforce. It is not to be confused with equal pay. This is a different matter and is concerned with being paid equally for the same or similar work. Below we will consider the gender pay gap.

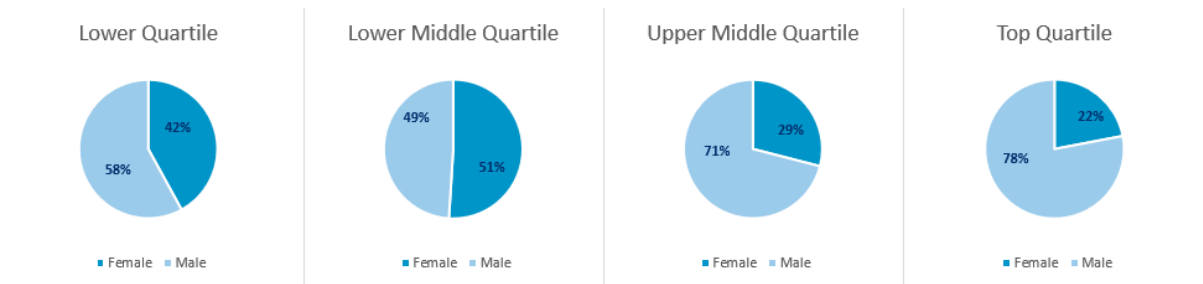
At Element Materials Technology Environmental UK Limited, we are committed to creating a diverse and inclusive place to work and to providing equality of opportunity across our organisation.

At Element Materials Technology Environmental UK Limited, salaries are the same for men and women in the same or similar roles.

Element Materials Technology Environmental UK Limited Mean Hourly Gender pay gap (as at 5 April 2025)	14.9%
Element Materials Technology Environmental UK Limited Median Hourly Gender pay gap (as at 5 April 2025)	18.3%

The mean hourly pay of all our female employees in the UK is 14.9% lower than that for all our male employees which is an increase of 0.5 percentage points from 2024; with the median hourly pay sitting at 18.3% lower which is a decrease of 1.8 percentage age points from 2024.

Percentage of male and female employees in each pay quartile (as at 5 April 2025)



The charts above show the gender distribution across Element Materials Technology Environmental UK Limited in the UK in four equally sized pay quartiles.

Overall, women represent 36.1% of Element Materials Technology Environmental UK Limited employees. Women are less represented in the higher pay quartiles due to proportionally more men occupying senior level roles.

Bonus difference between all women and men	Mean	Median
Bonus (in 12 months ending on 5 April 2025)	48.5%	-13.2%

The mean bonus pay of all our female employees in the UK is 48.5% lower than that for all our male employees. The median bonus pay for all our female employees is 13.2% higher than that of our male employees. This is due to the fact there are more men than women in senior positions and senior positions attract higher levels of bonus

At Element Materials Technology Environmental UK Limited, 91.9% of female and male employees received a bonus in the 12 months ending 5 April 2025. This was an increase from 47.9% of female and 53.7% of male employees receiving a bonus in the 12 months to 5 April 2024. In comparison to the prior year, the financial performance of the Environmental business exceeded budget, enabling it to meet the criteria for bonus payout more frequently.



We are committed to attracting more women into our company and to encouraging female colleagues to progress their careers, such that we increase the gender balance at all levels within Element Materials Technology Environmental UK Limited. With this goal in mind, we continue to invest in leadership training, interview skills training and recruitment technology. We will also continue to conduct succession planning exercises to identify high potential female colleagues. These initiatives underscore our commitment to diversity and inclusion.

Jason Dodds

VP, Built Environment

Element Materials Technology Environmental UK Limited

02 February 2026