



SOLOTECH

2025 Gender Pay Gap Analysis - UK

April 2025

What is The Gender Pay Gap (GPG)?

The gender pay gap is a measure of a company's workforce, expressed in terms of a comparison between men's and women's average (median) hourly rates of pay. Gender pay gap reporting doesn't specifically ask who earns what, but what women earn compared with men.

A company must complete Gender Pay Gap analysis once it reaches a workforce of more than 250 people.

Due to planned expansion, we moved from 252 people strong in 2023 for reporting and in 2024 we expanded to 266 employees, this is the report for 2024/266 employees.

Bridging The Gender Gap

We are proud to report that we have again improved our overall compensation and reward packages, including an added dental and improved medical support scheme, as well as improving our maternity pay scheme.

We are also proud to report that females are very much present in a number of our key projects including our most prestigious project being a 50/50 split between male and female employees.

We will continue to encourage and support this trend and to seek out better ways to improve our female population, contrary to our industry being very male dominated.

How Did We Get To This Point?

This is our second year of reporting for the Gender Pay Gap and our statistics are as given in the information below.

We are very pleased to report that we continue our increase of female headcount year on year. We have also increased our females in the upper quartile, together with an increase in women receiving bonus payments.

Our mean average gender pay gap has reduced, where our median gender pay gap has increased slightly.

Continual Improvement

The HR team at Solotech UK Group Limited are constantly reviewing our policies and procedures, to ensure that Solotech UK Group Limited is a great place to work for everyone. For example, we have recently introduced an enhanced 'parental leave' policy that has improved the benefits for new parents. This policy gives all our employees better options during childbirth and the months following maternity leave.

This gives our female employees greater choice. They can either take time off to enjoy their maternity leave with financial support or, if they wish to split the maternity leave and pay with their partners, they can return to work on a shared basis again, with financial support.

An Ongoing Commitment

At Solotech UK Group Limited our people make the magic happen. Rest assured, we are working hard behind the scenes to make working here as rewarding as we can and we will continue to assess and improve benefits wherever it's possible. We will also continue to analyse the balance and structure of our workforce to ensure equality throughout.

Our mean average salary for males is £44,159 alongside £37,754 for females.

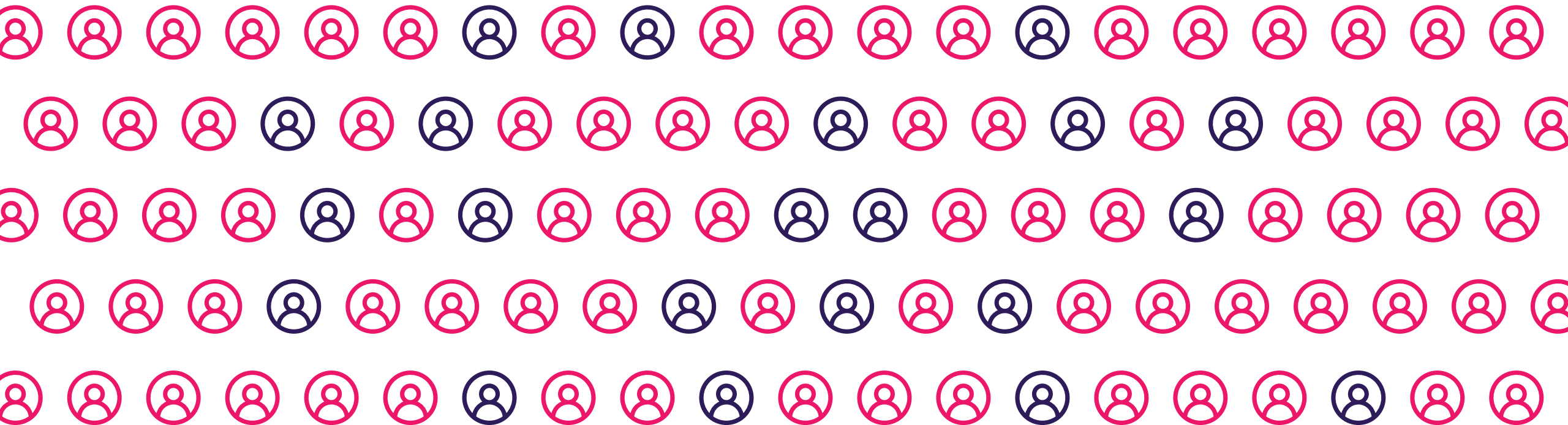
Our median average is £36,000 for males and £25,100 for females.

Although we are pleased with this year's results, the GPG analysis was carried out before this year's salary reviews. Since then, we have, again, significantly improved our remuneration (including bonuses). As a result, we are looking forward to sharing the 2026 numbers with you.

Headcount Data

In 2024 21% of the workforce are female

79% of the workforce are **male**

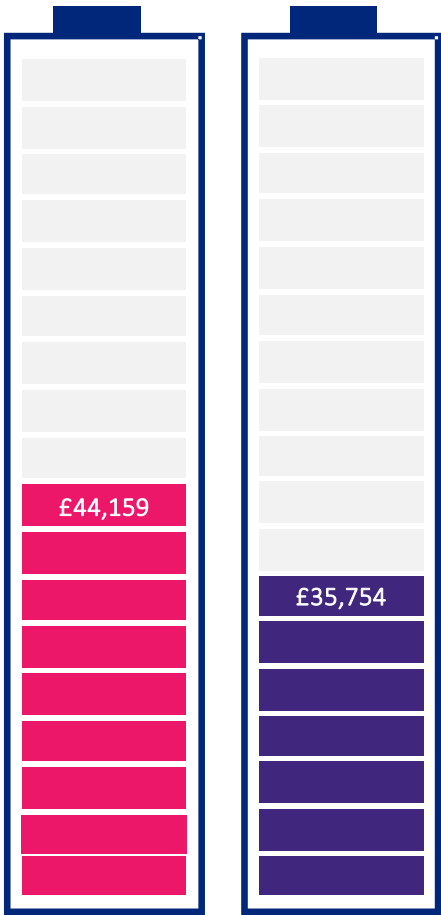


In 2023 20% of the workforce were female
In 2022 17% of the workforce were female
In 2021 16% of the workforce were female

80% of the workforce were **male**
83% of the workforce were **male**
84% of the workforce were **male**

Salary Comparisons (2023-24)

Average



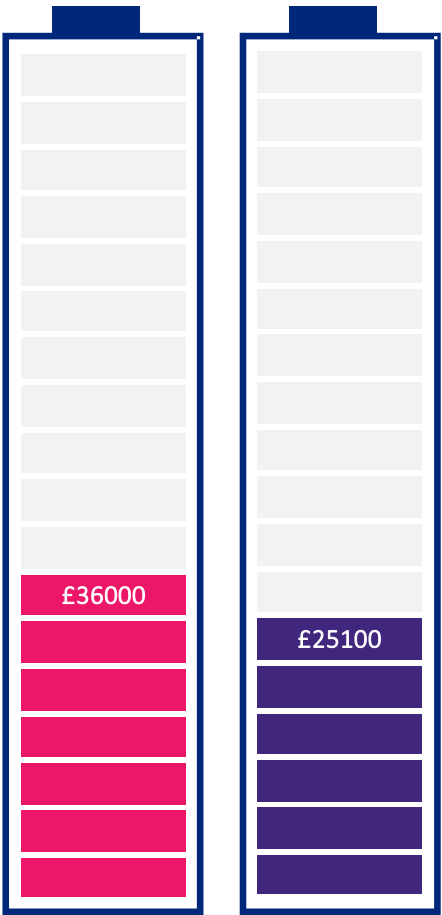
Male

Female

Average Definition

The average of a data set, found by adding all numbers together and then dividing the sum of the numbers by the number of numbers.

Median



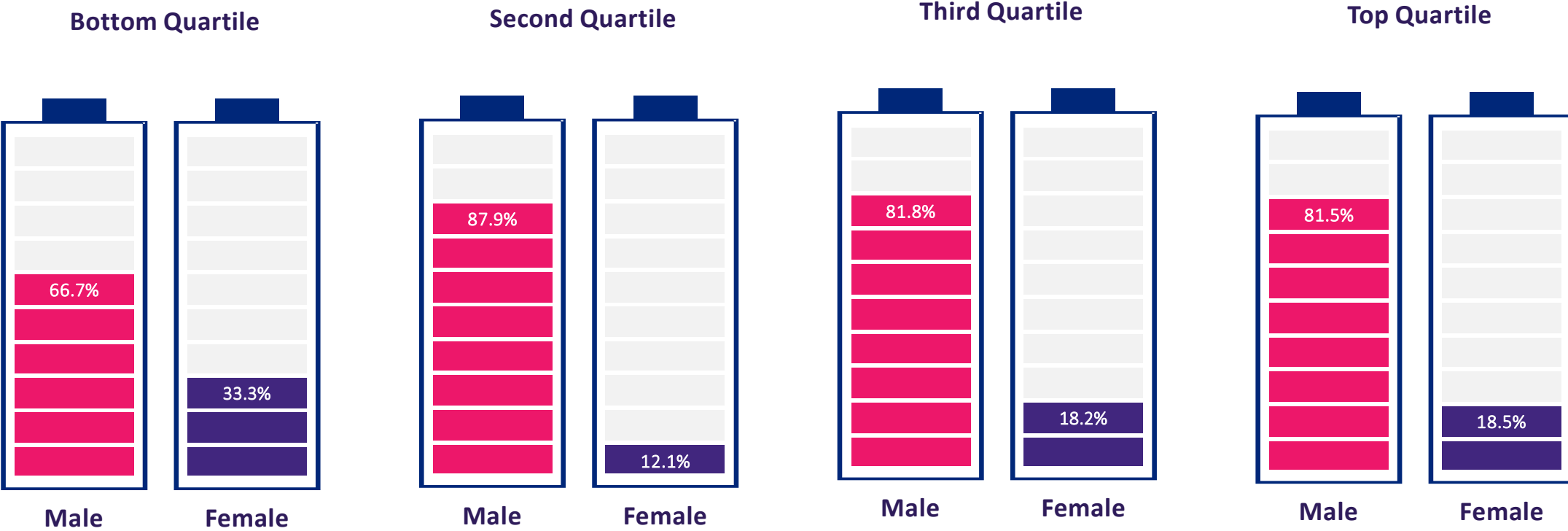
Male

Female

Median Definition

A median is the middle number in a sorted list of numbers (either ascending or descending)

Workforce Quartiles – by Hourly Pay (2023-24)



Total Workforce Population 266

*1 abstention

Bonus Eligibility – All Employees

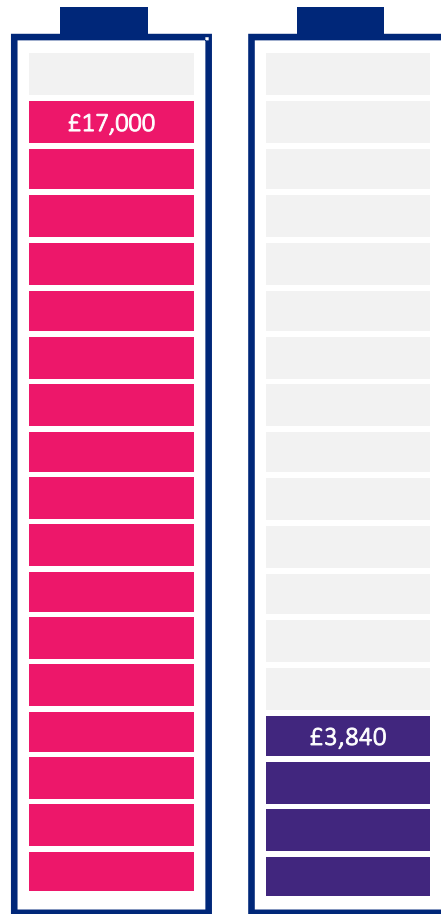


14.3% of the workforce are eligible

1.9% female / 12.4% male

Bonus Payout Data

Median



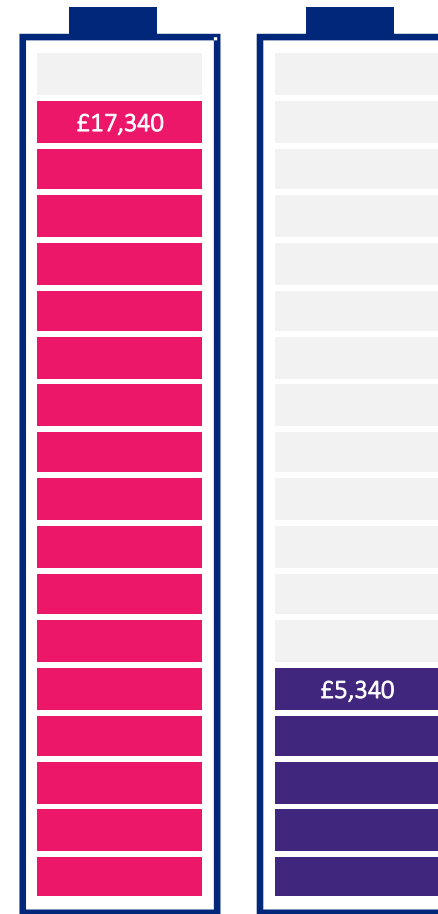
Male

Female

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Average



Male

Female

Average Definition

The average of a data set, found by adding all numbers together and then dividing the sum of the numbers by the number of numbers.



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