

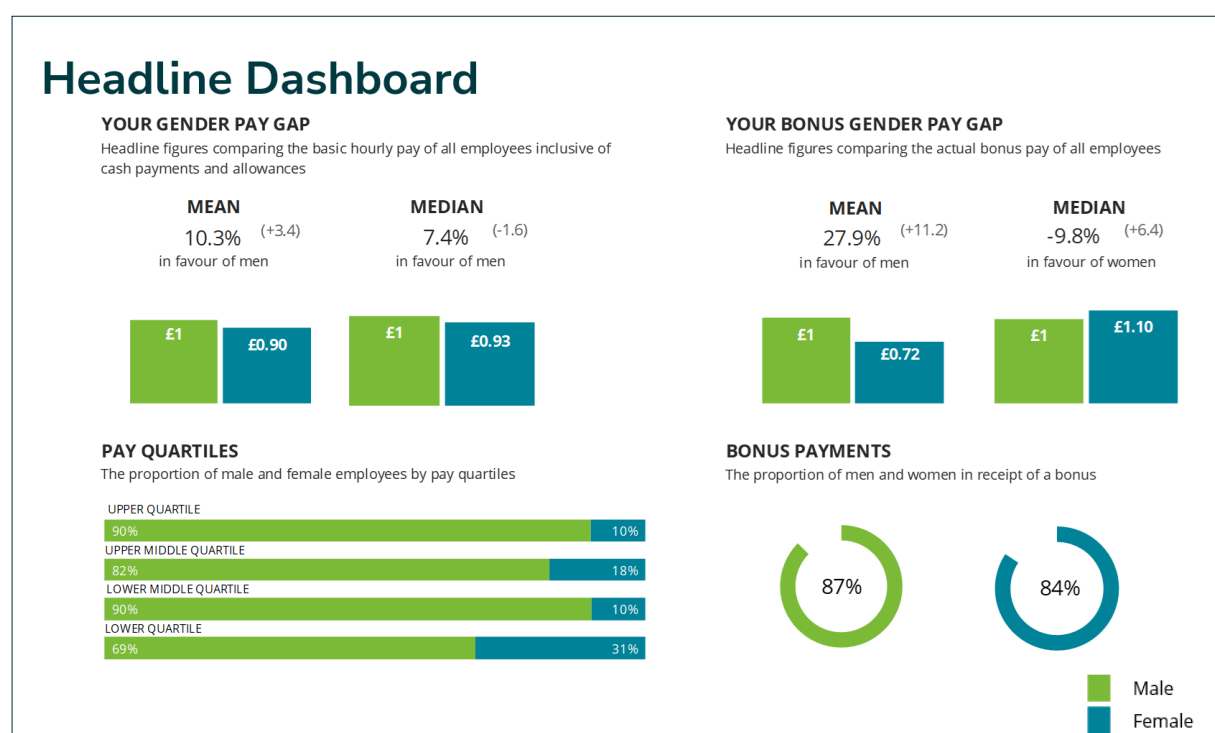
Gender Pay Reporting 2026

Senior UK Limited

Senior UK Limited is the largest UK employing company covering the majority of Senior's UK businesses.

Status and Findings

The number of relevant employees included in this year's Gender Pay Report has decreased from 1,182 in 2025 to 988 in 2026, largely reflecting the omission of SA Weston. The snapshot date for reporting was 5 April 2026. The proportion of employees across the organisation is now 74:26 in favour of male employees, compared with 77:23 in 2025.

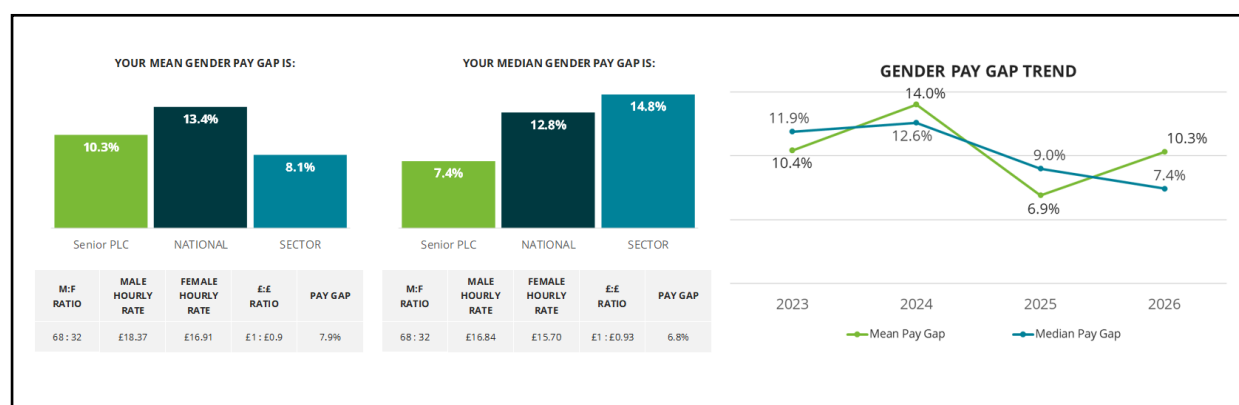


The mean gender pay gap has increased by 3.4 percentage points, from 6.9% in 2025 to 10.3% in 2026, and remains in favour of male employees. This reflects the change in the workforce population following the divestiture of SA Weston and increased male representation across the pay quartiles, particularly in the upper quartile. In contrast, the median gender pay gap has continued to reduce, decreasing by 1.6 percentage points from 9.0% to 7.4%.

The upper and lower quartiles both show mean and median pay gaps in favour of female employees. In the upper quartile, women represent a smaller proportion of employees than last year, but those remaining are concentrated in higher-paid roles. Greater male representation in the lower-paid quartiles has also contributed to the reduction in the overall median pay gap.

The mean bonus pay gap has increased from 16.7% in 2025 to 27.9% in 2026 and remains in favour of male employees, primarily reflecting higher-value LTIP and bonus payments made to male employees. The median bonus pay gap has moved further in favour of female employees, from 3.4% to 9.8%. Bonus participation was 87% for male employees and 84% for female employees, reversing the position reported last year.

The Senior UK Limited mean pay gap of 10.3% remains below the national mean of 13.4%, although it is above the Manufacturing sector mean of 8.1%. The median pay gap of 7.4% is below both the national and Manufacturing sector medians.



Methodology

Senior UK Limited is an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation.

The gender pay gap calculation compares the hourly pay of all relevant employees, including eligible cash payments and allowances, allowing a direct comparison of part-time and full-time earners paid in the relevant pay period.

The regulations require two measures of the pay gap to be reported: mean and median. The mean is the average of a set of values, while the median is the midpoint when values are ordered.

Employers must also report the proportions of male and female full-pay relevant employees across four pay quartiles. Employees are ranked from highest to lowest hourly pay and divided into four equal groups, from the upper quartile to the lower quartile.

The gender bonus pay gap measures the difference in actual bonus pay between male and female employees. Unlike the hourly gender pay gap, bonus calculations use the

actual bonus paid during the relevant 12-month period without conversion to an hourly rate or pro-rating.

Commitment

Senior remains committed to equal opportunities and fair treatment of all employees regardless of sex, race, religion or belief, age, marital or civil partnership status, sexual orientation, gender reassignment or disability. We provide training to reinforce this commitment and, underpinned by our Values, make our expectations clear.

We continue to review our Global Employee Opinion Survey data, including insight by demographic group. Each operation reviews its feedback and develops relevant action plans for continuous improvement.

Senior remains committed to paying employees equally for the same or equivalent work, regardless of sex or any other protected characteristic.

Talent development and succession planning are established processes at Senior. We nurture a diverse talent pool through mentoring, coaching, project exposure and promotion, with the aim of improving the representation of women, particularly in senior roles.

We will continue to review job roles, pay grades and remuneration to support a fair structure.

We work with recruitment consultants and executive search firms to support gender representation on shortlists.

We recognise our responsibility to encourage more women and girls to pursue careers in engineering and manufacturing. We work with local schools and colleges to increase female participation in our apprenticeship programmes.

Silvia Schwark, Executive VP Human Resources, Senior plc.