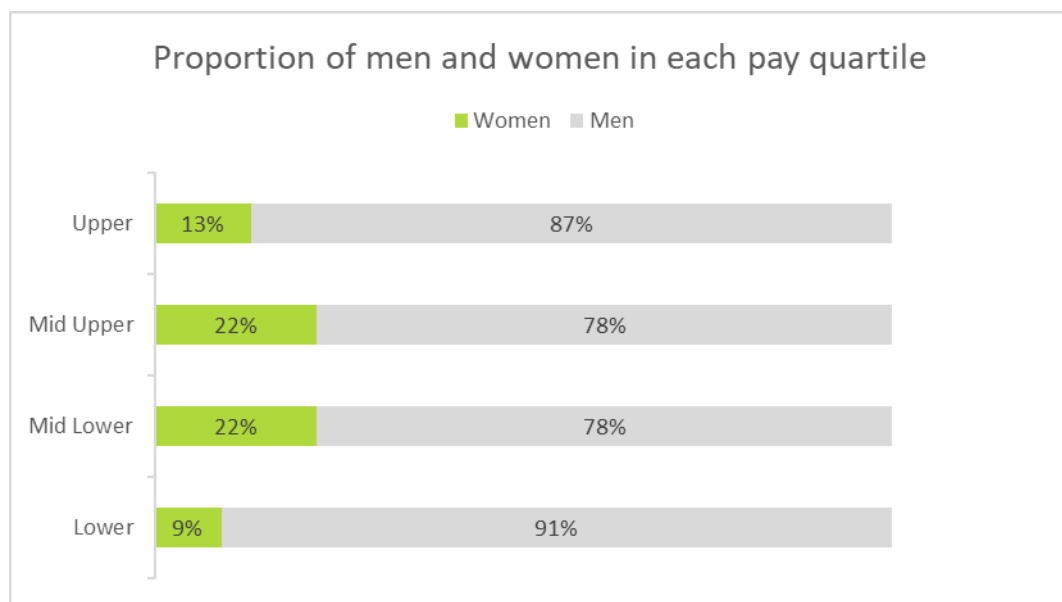


Gender pay gap data Autoneum GB Ltd: 2023/24 report

	Women's earnings are:
Mean gender pay gap in hourly pay	3% lower
Median gender pay gap in hourly pay	3% higher
Difference in mean bonus payments	37% higher
Difference in median bonus payments	50% higher

Proportion of men that received a bonus	3%
Proportion of women that received a bonus	3%



Further analysis:

We collected the data on 5th April 2023 when the Company's workforce consisted of 35 women and 233 men.

The figures show that at Autoneum GB Ltd men are paid on average 3 % higher than women (the mean gender pay gap).

They also confirm that for the median, women are paid 3 % higher than men (the median gender pay gap).

Compared to 2022 the gender pay gap has increased slightly, with a positive outcome for the median gender pay gap and a slight decrease for the mean gender pay gap for women employed within the Company.

As with previous years, and in common with the automotive manufacturing sector as a whole in the UK, our organisation is predominately male which is reflected in all pay quartiles.

Taking action:

When compared to the previous year's data, the pay gap information for 2023/24 remains stable and encouraging.

Autoneum GB continues to operate as an equal opportunities employer and encourages diversity at all levels of the company, recognizing the competitive advantage a diverse and inclusive workforce brings to the organisation.

Autoneum GB will continue to find ways to increase opportunities for all employees regardless of role and level and to identify ways that fit best with career and home life.

What is gender pay gap reporting?

From 2017 onwards, any UK organization employing more than 250 or more employees has to publicly report on its gender pay gap in six different ways:

- The mean and median gender pay gaps
- The mean and median gender bonus gaps
- The proportion of men and women who received bonuses
- The number of men and women according to pay quartile bands

The gender pay gap shows the difference in the average earnings between all men and women in an organization.

The mean gender pay gap is the difference between the median and hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.