

Gender Pay Gap Reporting

Algeco UK Ltd is a progressive employer and is passionate about fairness, equality and inclusion, and is committed to becoming a diverse and inclusive organisation. The company employs over 250 people, and the following data shows the results for 2025.

Gender pay is a measure of the difference between men’s and women’s average earnings across an organisation. It is expressed as a percentage of men’s earnings. It is important to remember this is different to equal pay, which shows the difference in pay on a like for like basis.

The snapshot date for the data below is 5th April 2025.

Each year companies publish figures for Gender Pay Gap reporting for:

- Mean and median gender pay gap in hourly pay
- Mean and median bonus gender pay gap
- Proportion of males and females who receive a bonus
- Distribution of males and females across pay quartiles

Gender Pay Gap – Hourly Pay and Bonus Pay

The following table shows our overall mean and median pay gap based on hourly rates of pay.

	<u>Hourly Pay</u>	<u>Bonus Paid</u>
Mean	7.71%	-113.86%
Median	7.96%	-582.12%

The figures show the difference between the mean and median hourly and bonus pay of all relevant male and female employees irrespective of their role.

The results are shown as a percentage of male employees’ pay so a positive percentage mean figure would show females have been paid lower than males.

The closer the number is to zero, the less of a gap there is. Our rate is reducing to show the correct trend as a result of our work to have more females within the business.

Pay explained

The analysis of pay information has identified that both male and female employees have a higher mean hourly pay compared to our submission for 2023/24. Meaning our overall Mean Hourly pay has decreased by 0.59%.

Bonus explained

Our Bonus mean has reduced by 13.93% compared to the previous year, this is a result of an increase in female employees in bonus paying roles. In 2025 our senior and all colleague bonus schemes, did not make a payout, the majority of bonuses which were paid were largely across employees in sales roles where we offer a commission-based scheme, within our sales team have a larger proportion of females to males. This means that in a year where our senior bonus scheme and all colleague bonus schemes did not pay out, our bonus will reduce favouring our female colleagues. There was also a drive bonus payment which was made, the majority of our drives are males which this was not a significant bonus which is why we have seen a shift the bonus figures this year.

All our employees are eligible to a bonus or commission scheme. In 2025 only 23.04% of our employees received a bonus.

The graph below shows how the 23.04% of employees who received a bonus payment is split as a % of that gender group.

32.99%



19.08%

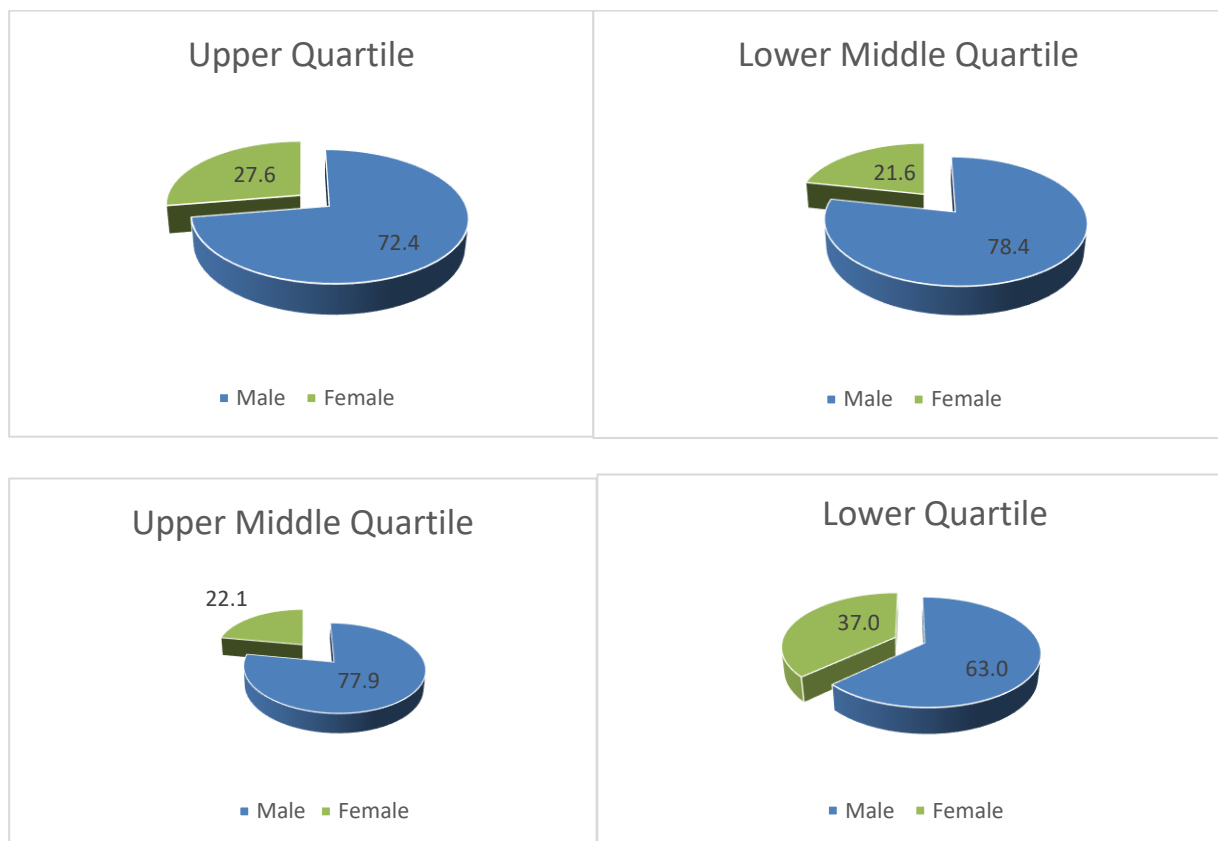
Distribution of males and females across pay quartiles

Our workforce reflects the nature of our highly operational business:

- 72% of our colleagues across the business are male, reflecting our operational focus
- Only 5% of our operational colleagues are female, highlighting the gender imbalance inherent in our industry sector
- 59% of our sales team are women
- 51% of non-operational roles are held by women

This demographic profile reflects the broader industry challenge of attracting women into operational and technical roles, which we are actively working to address.

The below illustration shows the proportion of male and female employees in each of the four pay bands, where the Upper Quartile represents the highest paid and the Lower quartile represents the lower paid.



Our Commitment to Gender Pay Equity

Pay Equity Governance - We have established robust processes to ensure fair and equitable compensation. We conduct comprehensive analysis of compensation across all roles to identify and address any gender-based pay disparities. This is carried out when we appoint new people, into roles as well as part of our annual pay review cycle

Market benchmarking - We utilise external benchmarking data to ensure all roles and salary adjustments align with market rates and maintain internal equity. Where gaps are identified, we take immediate action to address them

Strategic Priorities for Gender Balance - We are committed to building a more balanced organisation through:

- 2030 gender balance targets established for each management level to drive accountability and measure progress
- Talent management alignment - Our succession planning and development processes are designed to support progression toward these targets
- Bias mitigation training - In 2026, our people managers will receive ongoing training in interviewing skills and unconscious bias to ensure equitable hiring, promotion, and development decisions
- Continuous improvement - We regularly review and refine our HR processes to identify and remove barriers to female career advancement, particularly in operational pathways

Cultural Recognition - We celebrate and recognize the contributions of our female colleagues annually through International Women's Day initiatives.

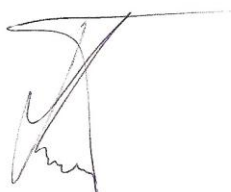
Our Approach

We recognize that our gender pay gap is significantly influenced by the composition of our workforce, with operational roles representing most of our business and historically attracting fewer female applicants. However, we are committed to addressing this through systematic action across recruitment, development, and retention. Through transparent measurement, market-aligned compensation practices, targeted development programs, and leadership accountability, we are building a workplace where all employees have equal opportunity to progress and are compensated fairly for their contributions.

DECLARATION

I hereby confirm that the information provided in this report has been accurately collated and reported in accordance with Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Due to our continued work we can see a decrease in our gender pay gap. As part of our commitment to fairness and equity, we will continue our ongoing work to ensure equity for all employees. This will ensure that our pay structures remain transparent, equitable, and aligned with our principles of equal pay for equal work.



Henrik Akerson
Managing Director