

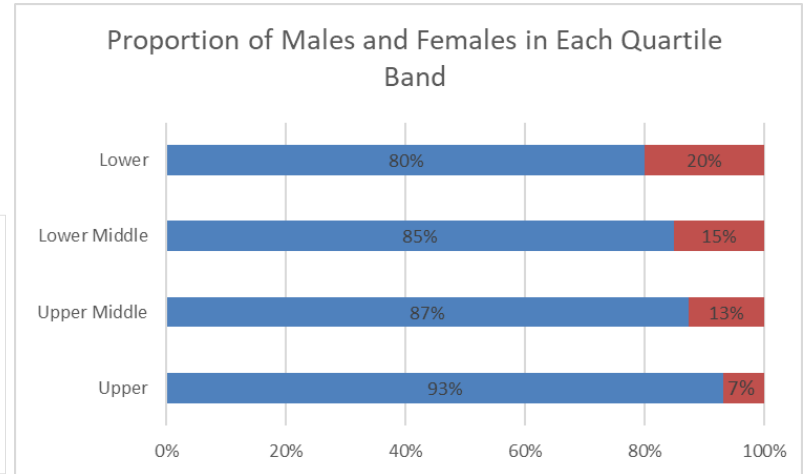
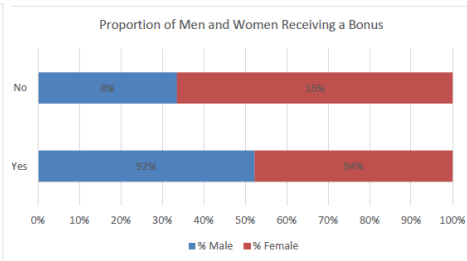
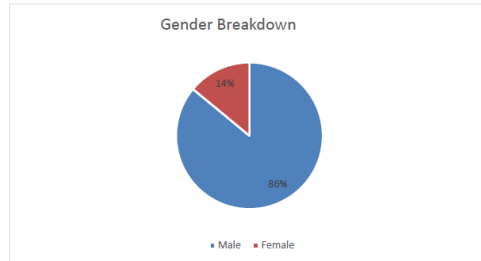
# Gender Pay Gap Report 2024

This report is in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Blanc Aero Industries UK Ltd incorporates equality and diversity as part of our Company values. In preparing the gender pay reporting information we recognise that there is an imbalance between the number of males and females employed which is typical within the engineering/manufacturing sector.

<b>Gender Pay Gap</b>	<b>Mean</b> 6.2%	<b>Median</b> 5.4%
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<b>Gender Bonus Pay Gap</b>	<b>Mean</b> 21%	<b>Median</b> 29%
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- Our pay structure is applied fairly across all employees within the Company. However, a significant proportion of female employees are currently in administrative roles, many of which are part-time positions, which is reflected in the Lower Quartile Band.
- The Upper Quartile Band includes a high concentration of senior management roles, typically held by experienced engineers who have progressed through technical career pathways — a group that is currently male-dominated.
- It's important to note that 100% of employees are eligible for a PRP (Performance-Related Pay) bonus. In cases where bonuses were not received, this was due to employees being new starters at the snapshot date, and not due to ineligibility.
- The 2024 figures were skewed due to a high intake of new female employees.

## What are we doing to address the Gender Pay Gap

- **Pay structure** – the Company has one pay structure which encompasses all roles with all employees eligible for a performance-related pay reward
- **Career development** – the Company has a performance review process which is applied to all employees and encourages career progression at all levels regardless of gender
- **Equality** – The Company takes pride in offering a fair and equal work environment where all employees are treated equitably

Mark Capell – General Manager, March 2025