

OUR 2025 GENDER PAY GAP REPORT

Vantec Europe Ltd, a company growing through diversity, creativity, mutual respect and trust.

DIFFERENCE BETWEEN MALE AND FEMALE

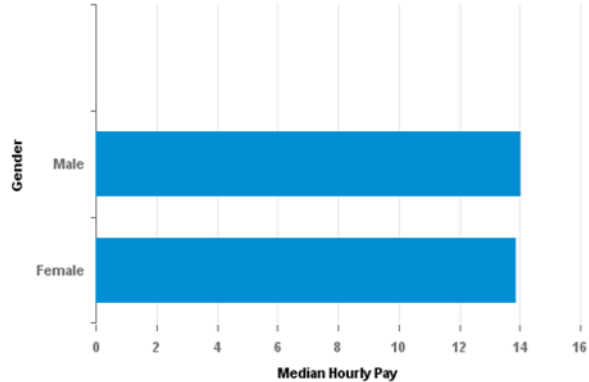
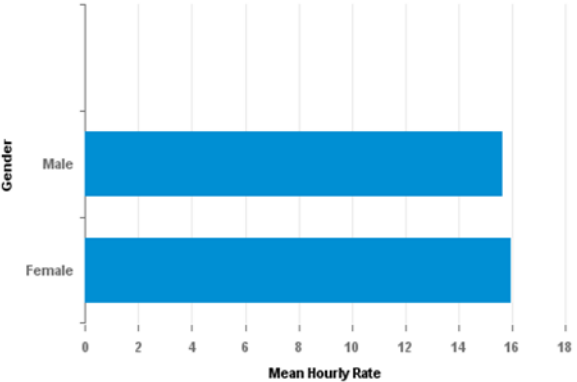
Women's hourly rate is

-2.06%

HIGHER
(mean)

1.07%

LOWER
(median)



The figures above show our overall mean and median gender pay gap, based on the snapshot of data taken on the 5th of April 2025. The minus figure indicates a positive situation in terms of female pay. It is worth noting the company has 85% of male employees.

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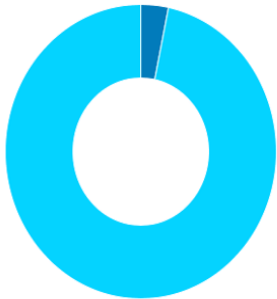
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PROPORTION OF EMPLOYEES WHO RECEIVED BONUS PAY DURING 2024

Who received bonus pay

3.28%

OF MEN



■ Bonus Received
■ No Bonus

8.78%

OF WOMEN

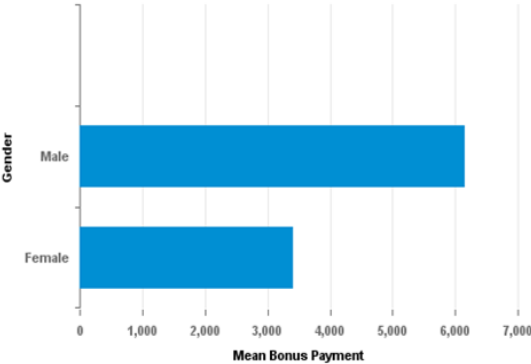


■ Bonus Received
■ No Bonus

Women's bonus pay is

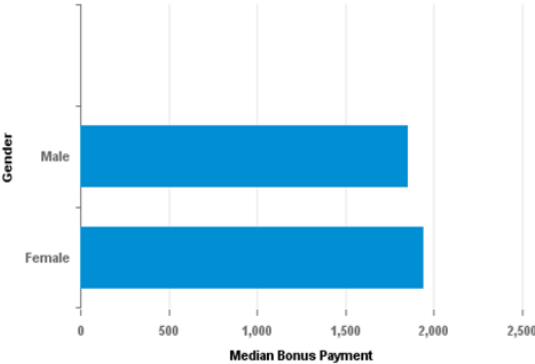
44.61%

LOWER
(mean)



-4.79%

HIGHER
(median)



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The below image shows the gender distribution at Vantec Europe Ltd across four equal pay quartiles. This indicates a dominate male presence within our sector of industry.



We are confident that our male and female employees are paid Equally for doing equivalent jobs across our business.

Diane Elgar, Head of HR, HSE, Quality & Innovation has signed a Statement of Accuracy, Dated March 2026.