

Gender Pay Gap Statement 2025

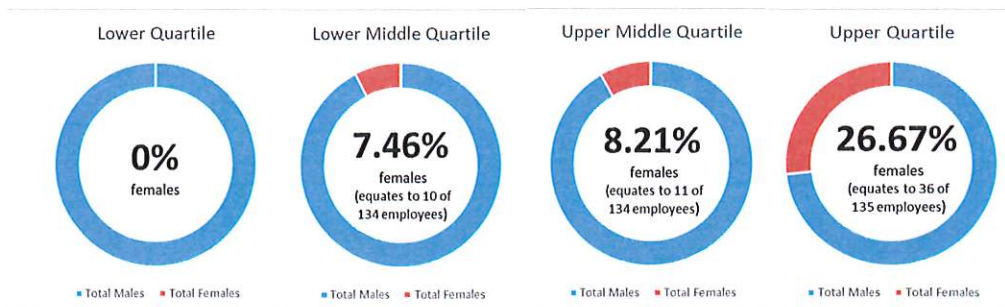
Mettis Aerospace is committed to providing equal pay, employees identifying as male or female that perform equal work receive equal pay. Mettis Aerospace prides itself on practicing equal opportunities. We firmly believe in appointing the best suited candidates, regardless of their gender or any other factors as captured within the Equality Act 2010. All employees receive payment for the role they hold and performance of their duties, no other factors affect their remuneration.

There continues to be a gender split across company's workforce, which is not unique to Mettis Aerospace. This is especially noticeable within organisations such as Mettis that operate within the heavy manufacturing sector. At Mettis, we continue to work hard to attract female talent into the organisation and positively, we are seeing an increase in Mettis' employees identifying as female during 2025 being 9.43% (57 out of 538 employees), a 1.4% improvement to the prior period.

	Mean	Median
Rate of pay	-1.2%	-21.7%
Bonus Pay	23.4%	0%

The table above identifies our overall mean and median gender pay gap based on hourly rates of pay taken on 5th April 2025. According to median and mean statistics, the gender pay gap is in favour of females. The median gap has increased in female favour considerably from 2024 -4.8%. The mean rate and subsequent pay gap has decreased slightly from -1.7%. Mettis has a number of pay bands for each role and employees move up the bands based on competence and performance. Our pay and development framework continues to be developed to ensure a robust and fair process for establishing competence and investment in the development of both our male and female employees, supporting them to move up the pay bands and achieve their career aspirations. Bonus Median shows no disparity between genders whilst mean pay shows a 23.4% favour to male employees. The same qualifying criteria were applied respective of role and level, the higher number of male employees and therefore more employees being eligible accounts for the gap.

With our pay levels divided into four groups (quartiles), the charts below demonstrate the percentage of employees identifying as male and female in the different quartiles. Highlights Lower Middle, Upper Middle and Upper Quartiles have all seen an increase in female distribution, most noticeably a 15% increase in our Upper Quartile.



I confirm the data reported is accurate.

Signed:

Name: Jeremy Cieslik

Position: Chief Executive Officer

Date: 19th March 2026