

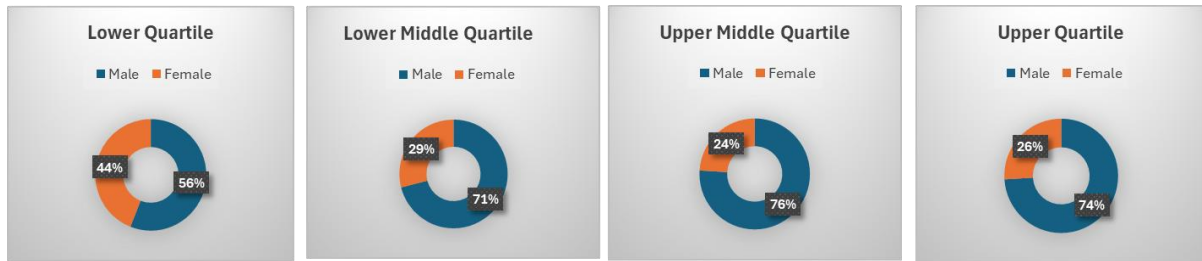
## Gender Pay Gap Report 2025

This document serves as our Gender Pay Gap Report & presents data as of 5 April 2025.

### Our Gender Pay Gap Numbers

Gender Pay	No's	%
<b>MALE</b>	329	69%
<b>FEMALE</b>	148	31%
Mean Pay Gap	9.14%	
Median Pay Gap	13.01%	

Gender Bonus	Percentage Receiving Bonus
<b>MALE</b>	26%
<b>FEMALE</b>	33%
Mean Bonus Gap	-8.90%
Median Bonus Gap	23.87%



### Our 2025 Findings

At Malvern Panalytical, we have a gender-diverse workforce in the UK, as demonstrated by the following points:

#### Pay

We are pleased to report continued progress in reducing our gender pay gap, with a slight improvement year over year from 9.6% to 9.14%. This reflects both our commitment to fairness and the continued stability of our workforce, with gender balance remaining consistent.

Given the nature of our industry, which is predominantly high-tech and scientific, there remains a higher prevalence of male-dominated roles in areas such as R&D, Engineering, and Manufacturing. This is reflected in the fact that 69% of our workforce are male. Nonetheless, we remain committed to addressing this gender disparity and promoting greater equality in all sectors of our business.

#### Bonus

Bonus earnings are typically calculated as a percentage of salary and can vary based on factors such as role, incentive plan, and individual performance.

The mean bonus gap continues to close and now stands at -8.90% which shows a positive step towards bonus alignment.

Out of the female population 40% qualified for a bonus compared to 32% of the male population. The reason more females received a bonus is because (a) more females' bonuses are tied to metrics that provided bonus payouts and (b) more males waived their bonus.

## Our Thoughts & Next Steps

We continue to monitor remuneration across the business to ensure equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. The pay results show a small bias towards men due to the number of males placed within certain role types.

The bonus pay gap is reflective of the population and the scale of payments made in the specified year and will vary from year to year due to changing circumstances. Bonus provisions are offered to the majority of UK employees and are defined by the level of position, which means a male and female undertaking the same role within a designated function will be assigned similar bonus provisions.

## Recruitment

To achieve a better gender balance within our industry, we recognize the importance of proactive recruitment efforts. Our Talent Acquisition team work closely with us to ensure job vacancies are advertised in forums dedicated to attracting diverse gender candidates, particularly for roles where there is a gender imbalance.

In addition, the business has set a target to increase the proportion of females within the workforce to be 30% by the end of 2027. This target has already been successfully achieved with females making up 31% of the workforce. Our next target is to achieve 35% by the year 2030.