

GENDER PAY REPORT



Issue 8 / 2025

HYSTER-YALE UK LIMITED

Hyster-Yale UK Limited is committed to being an equal opportunities employer, ensuring all colleagues have the same opportunities for recognition, reward and career development. Part of this commitment includes making sure colleagues with similar experience levels, performance and qualifications are paid equally for performing equivalent jobs across our business regardless of their gender.

We have policies and procedures in place to ensure our compensation practices are unbiased. We monitor the earnings of men and women in our three UK locations; Craigavon, Frimley and Irvine and we are pleased to share with you our status as of **5th April 2025**.

GENDER	%
MALE EMPLOYEES	81.01%
FEMALE EMPLOYEES	18.99%

Chart 1: UK Gender Split

PAY QUARTILE	MALE %	FEMALE %
UPPER	71.31%	28.69%
UPPER MIDDLE	82.94%	17.06%
LOWER MIDDLE	90.04%	9.96%
LOWER	79.76%	20.24%

Chart 2: Pay Quartile UK Gender Split

KEY MESSAGES

Because of the nature of our business, we see a disproportionate split in our workforce with just over 80% of our UK workforce being male (815) and just under 20% being female (191). There are no significant changes in our male or female populations since our last report. We continue to see differences in genders across functions.

The majority of employees, within our manufacturing teams, are male with 52.4% of males (427) holding roles which fall into the two lower pay quartiles. Whilst only 18.99% of our workforce is female, 39.8% of these female employees (76) hold roles which fall into the two lower pay quartiles, with 60.2% holding roles (115) in the upper middle & upper quartiles.

MEAN AND MEDIAN PAY, AND BONUS GAP

Our employee gender demographic effects our gender pay analysis results. **In 2025 our mean gender pay gap** has been calculated as **-7.92%** which means that as a collective, and on average, our female workforce is paid more than our male workforce. However, it must be noted that this is due to the differing types of job roles our male and female employees perform within Hyster-Yale UK Limited.

PAY & BONUS GAP	MEDIAN	MEAN
GENDER PAY GAP	-6.26%	-7.92%
GENDER BONUS PAY GAP	-3.00%	33.35%

Chart 3: Mean and Median Pay and Bonus Gap

Mean and Median: The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employee's earnings.

Our 2025 mean gender bonus pay gap is 33.35% indicating that, as a collective and on average, males receive higher bonuses than females. Chart 4 indicates that 8.47% of males received a bonus compared to 12.04% of females.

As there are more males than females in the highest bonus category, this demographic impacts the result.

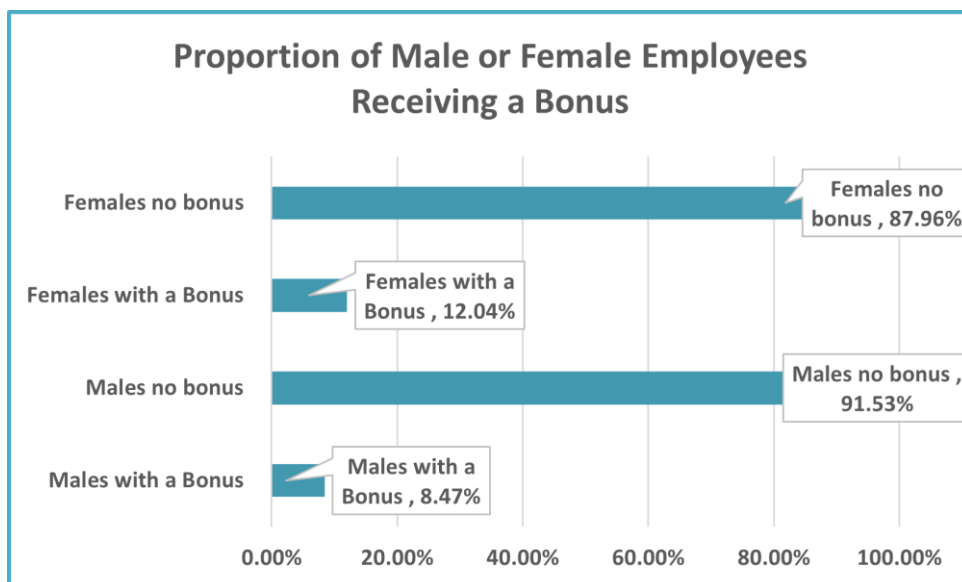


Chart 4: Employees Receiving a Bonus

MESSAGE FROM STEWART D. MURDOCH

GENDER PAY REPORT

At Hyster-Yale UK Limited we will continue to remain fully committed to an inclusive culture where we hire, develop, reward and promote people regardless of race, colour, religion, gender, sexual orientation, gender identity, national origin, age, or disability.

I confirm the gender pay gap data contained in this report for Hyster-Yale UK Limited is accurate and has been produced in accordance with the guidance on managing gender pay developed by the Advisory, Conciliation & Arbitration Service (ACAS).

Regards,

Stewart D. Murdoch
Senior Vice President, Managing Director – EMEA

KEY MESSAGES

- Hyster-Yale UK are fully committed to an inclusive culture where everyone can thrive both individually and collectively
- Employees with similar experience levels, performance and qualifications are paid equally for performing equivalent jobs, across our business, regardless of their gender
- Transparent compensation practices are applied to all, within our predominately male UK workforce
- Please contact your local HR Team if you have any questions regarding this report

GLOSSARY OF TERMS

What is Gender Pay Reporting?

Gender Pay Reporting legislation (section 78 of the Equality Act 2010) requires employers in the UK with 250 or more employees to publish certain gender pay gap information each year on a Government website and their own company website. This involves carrying out six calculations that show the difference between the average (mean or median) earnings of men and women in our 3 UK locations (Frimley, Craigavon and Irvine). The calculations are based on the snapshot date of 5th April 2025. It does not involve publishing individual employee data.

Mean:

The average of a set of numbers is found by adding all numbers in the data set and then dividing by the number of values in the set i.e. 3,7,12,15, 2, 9, 21 has an average of 9.86 ($3+7+12+15+2+9+21 = 69 / 7 = 9.86$)

Median:

The middle value when a group of numbers is ordered from least to greatest i.e. 3,7,12,15, 2, 9, 21 has a median of 9 (reordered as 2, 3, 7, 9, 12, 15, 21 and 9 is the middle number).