

3 April 2025

Swisslog (UK) Limited
Gender Pay Gap Report 2024-2025

1. Percentage of men and women in each hourly pay quarter

| | % Male | % Female |
|---------------------------------|--------|----------|
| Lower hourly pay quarter | 72% | 28% |
| Lower middle hourly pay quarter | 95% | 5% |
| Upper middle hourly pay quarter | 84% | 16% |
| Upper hourly pay quarter | 84% | 16% |

2. Mean (average) gender pay gap using hourly pay

Women at Swisslog are paid 12.29% less than men.

3. Median gender pay gap using hourly pay

Women in Swisslog are paid 4.16% less than men.

4. Percentage of men and women receiving bonus pay

| | Total Employees | Number Receiving Bonus | % Receiving a Bonus |
|-----------------|-----------------|------------------------|---------------------|
| Men | 247 | 124 | 50% |
| Woman | 51 | 26 | 51% |
| Total employees | 298 | 150 | 50% |

5. Mean (average) gender pay gap using bonus pay

Women at Swisslog are paid 5.52% less in Bonus than men.

6. Median gender pay gap using bonus pay

Women's median bonus pay at Swisslog is 123% higher than men's.

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Shane Faulkner

Shane Faulkner
Managing Director