

1 April 2026

**Swisslog (UK) Limited
Gender Pay Gap Report 2025-2026**

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

	% Male	% Female
Upper hourly pay quarter	83%	17%
Upper middle hourly pay quarter	85%	15%
Lower middle hourly pay quarter	93%	7%
Lower hourly pay quarter	75%	25%

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

Women at Swisslog are paid 8.24% less than men.

3. Median gender pay gap using hourly pay

Women in Swisslog are paid 2.42% more than men.

4. Percentage of men and women receiving bonus pay

	Total Employees	Number Receiving Bonus	% Receiving a Bonus
Men	236	130	55%
Woman	46	27	59%
Total employees	282	157	56%

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

Women at Swisslog are paid 4.61% more in bonus than men.

6. Median gender pay gap using bonus pay

Women's median bonus pay at Swisslog is 17.12% 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