



Marshall Aerospace Gender Pay Reporting 2024

In the twelve months ending April 2024, female colleagues made up 16% of the Marshall Aerospace workforce; this represents a slight increase from 15% in the previous period.

Mean and median hourly pay for male colleagues exceeded female colleagues by 0.6% and 6.2% respectively. Although both figures also favoured male colleagues in the previous period (5.9% and 11.3%), the gap has closed substantially.

The mean bonus gap favoured female colleagues by 1.5%, whereas the median bonus gap favoured male colleagues by 5.6%. The percentage of female colleagues receiving a bonus was 76%, somewhat lower than for male colleagues (86%).

Male/female distribution by pay quartile shifted slightly over the period, with female colleagues accounting for 19% of highest quartile earners – higher than the overall proportion of female colleagues within the workforce, and an increase from 15% in the previous period.

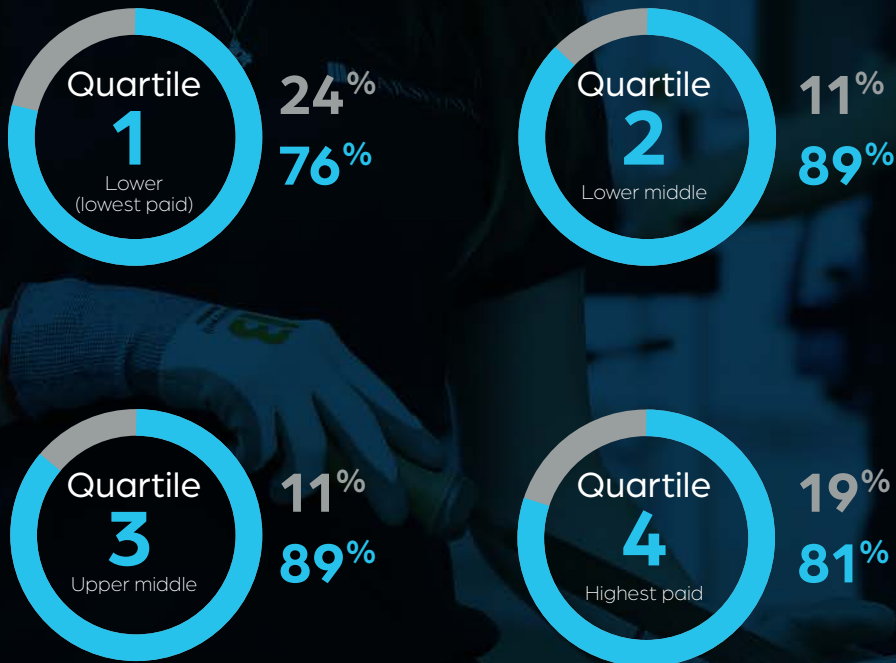
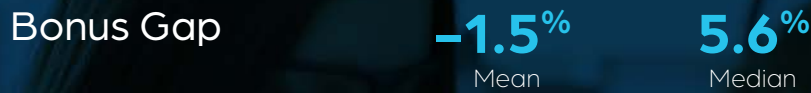
We continue to face the same broad imbalances that can be found throughout academic and occupational STEM fields. As a company that is unequivocally committed to gender equity, we have continued to focus on STEM outreach activities targeting female students, while also pursuing a range of initiatives to improve recruitment and retention of female colleagues.

We confirm that Marshall of Cambridge Aerospace Ltd's gender pay gap calculations are accurate and meet the requirements of the Regulations.

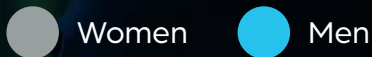
Signatures

Gareth Williams
Chief Executive Officer –
Engineering Businesses
Marshall.

Zoe Brennan,
Chief People Officer,
Marshall.



Key:



Gender Pay is a measure of the difference in the average pay of men and women across the organisation, regardless of nature or level of work. It is different from an equal pay comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value.