

Gender pay gap reporting requires employer with 250 or more employees to publish statutory calculations on the pay gap between male and female employees. The gender pay reporting is based on data as of 5 April 2024. Elbit Systems UK Ltd had 226 male and 54 female employees (280 total). This means we had a representation of 80.71% male and 19.29% female.

Mean Pay Gap

The difference between the mean rate of pay for male employees and female employees is 19.98%.

Median Pay Gap

The difference between median rate of pay for male employees and female employees is 25.56%.

Mean Bonus Gap

The difference between the mean bonus pay paid to male and that paid to females during the year. This calculation only includes employees who received a bonus. 27.77%.

Median Bonus Gap

Proportion of males and females receiving a bonus payment is 124 men = 54.8% and 34 women = 62.96%

The median gender pay gap for bonus is 1.47%.

Pay Quartile Distribution

Our gender pay gap data reflects the greater number of men in senior positions within the company.

| Quartiles | Male | Male % | Female | Female % |
|---------------------|-------------|---------------|---------------|-----------------|
| Lower | 50 | 71.43% | 20 | 28.57% |
| Lower Middle | 56 | 80% | 14 | 20% |
| Upper Middle | 60 | 85.72% | 10 | 14.28% |
| Upper | 60 | 85.72% | 10 | 14.28% |

Our commitment is:

- always recruit on the basis best person for the job, regardless of gender, using job descriptions which reflect technical and behaviour competencies.
- pay bands to ensure all people are paid comparatively for doing equivalent jobs.
- focus on a culture where all people, regardless of gender are given equal opportunities to thrive.

Martin Fausset
Elbit Systems UK Ltd