



2025 GENDER PAY GAP REPORT

This statement is made to comply with Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 that requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. This report is for Pirelli UK Tyres Limited.

Introduction

In the conviction that equal opportunities among men and women are substantial assets to drive performance, engagement and innovation from a company and social perspective as well, Pirelli UK Tyres Limited is committed to the prevention of discrimination in all areas of working life, including selection and all decisions related to remuneration, professional status, assignment of responsibilities, training and career development. All such decisions are made solely and exclusively on the basis of the competencies, experience and professional potential.

Report

All data reported is the data as at the snapshot date April 5th 2025.

- Mean gender pay gap
 - Definition: The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
 - The difference in mean pay is 4.4%

- Median gender pay gap
 - Definition: The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
 - The difference in median pay is 7.0%

- Mean bonus gap
 - Definition: The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
 - The difference in mean bonus pay is -33.1%

- Median bonus gap
 - Definition: The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
 - The difference in median bonus pay is 0%



- Bonus proportions
 - Definition: The proportions of male and female relevant employees who were paid bonus pay during the relevant period
 - Proportion of males receiving a bonus was 95.2%
 - Proportion of females receiving a bonus was 87.8%

- Quartile pay bands
 - Definition: The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands
 - Lower Quartile contains 85.4% male and 14.6% female
 - Lower Middle Quartile contains 95.5% male and 4.5% female
 - Upper Middle Quartile contains 96.1% male and 3.9% female
 - Top Quartile contains 91.3% male and 8.7% female

Changes v Previous Year

This year shows changes in both the Mean Gender Pay Gap (2025 is 4.4% and 2024 was 6.7%) and the Median Gender Pay Gap (2025 is 7.0% and 2024 was 10.6 %).

There are also small changes to pay distribution within the quartile pay bands, with an improved distribution of earnings for women in the Lower, Upper Middle, and Upper Quartiles.

Conclusion

The percentage of female workforce in our business has continued to increase (at total level, but also within our factories) maintaining the small but steady improvements in our diversity. Our 24/7 factories are traditionally, and still remain as, male dominated areas. Pirelli has continued to implement relevant technological changes and ergonomic improvements within our manufacturing environment, along with supportive family friendly policies and we welcome female applications for any and all of our open positions, on our journey to increase diversity, recognised as a key asset for engagement and organizational well-being.

I confirm that the information provided within this report is accurate and meets the legislative requirements.

For and on behalf of Pirelli UK Tyres Limited

Evan Reddall
HR Director
March 2026