

## Hyster-Yale UK Limited

Hyster-Yale UK Limited (HYG UK) is committed to being an equal opportunities employer, ensuring all colleagues have the same opportunities for recognition, reward and career development. Part of this commitment includes making sure colleagues with similar experience levels, performance and qualifications are paid equally for performing equivalent jobs across our business regardless of their gender.

We have in place policies and procedures to ensure our compensation practices are unbiased. We monitor the earnings of men and women in our 3 UK locations; Frimley, Craigavon and Irvine and we are pleased to share with you status as at 5th April 2023.

**Chart 1**  
Gender Split for  
HYG UK

| Gender           | %      |
|------------------|--------|
| Male Employees   | 81.03% |
| Female Employees | 18.97% |

**Chart 2**  
Employees by Gender  
in Each Pay Quartile:

| Pay Quartile | Male % | Female % |
|--------------|--------|----------|
| Upper        | 72.41% | 27.59%   |
| Upper Middle | 83.62% | 16.38%   |
| Lower Middle | 91.81% | 8.19%    |
| Lower        | 76.29% | 23.71%   |

**Key Messages:**

- HYG U.K. are fully committed to an inclusive culture where everyone can thrive both individually and collectively.
- Employees with similar experience levels, performance and qualifications are paid equally for performing equivalent jobs across our business, regardless of their gender.
- Transparent compensation practices are applied to all, within our predominately male, UK workforce.
- As a collective and on average, females receive higher levels of pay. However, this is driven by the differing roles performed by our male and female employees.
- Within their population categories, more females receive a bonus payment than males. Again this is driven by the differing roles performed by male and female employees.
- As a collective and on average, males receive higher levels of bonus pay than females. This is a result of HYG UK having more males than females in our highest bonus category.
- Please contact your local HR Team if you have any questions regarding this report.

Because of the nature of our business, we do see a disproportionate split in our workforce with just over 80% of our UK workforce being male and just under 20% being female. There are no significant changes in our female population since our last report. Both our male and female populations have increased by just over 10%. We do continue to see differences in genders across functions. The majority of employees, within our manufacturing teams are male with 52% of males holding roles which fall into the two lower pay quartiles. Whilst approximately only 20% of our workforce is female, 42% of these female employees hold roles which fall into the two lower pay quartiles, with 58% holding roles in the upper middle & upper quartiles.

## Hyster-Yale UK Limited

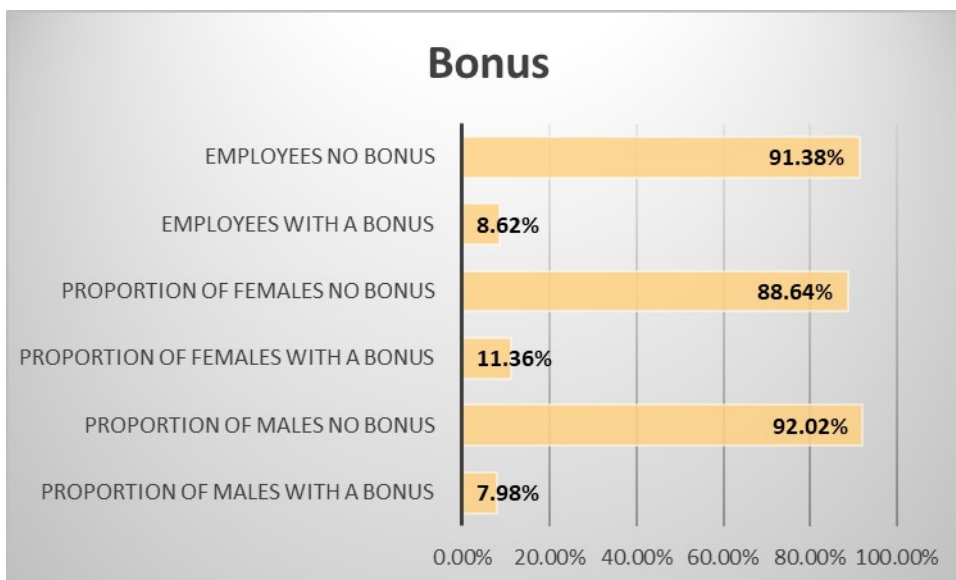
Our employee gender demographic does impact our gender pay analysis results. In 2023 our mean gender pay gap has been calculated as  $-9.96\%$  which means that as a collective, and on average, our female workforce is paid more than our male workforce. However, it must be noted that this is due to the differing types of job roles our male and female employees perform within HYG UK.

**Chart 3**  
**Mean and Median Pay and Bonus Gap:**

| Pay and Bonus Gap    | Median | Mean   |
|----------------------|--------|--------|
| Gender Pay Gap       | -6.52% | -9.96% |
| Gender Bonus Pay Gap | -0.42% | 17.50% |

*Mean and Median:* The gender pay gap shows the difference between the mean (average) and median (mid-point) pay

Our 2023 gender bonus pay gap is 17.50% indicating that, as a collective and on average, males receive higher bonuses than females. There are more males than females in the highest bonus category and this demographic impacts the result. This figure has improved since our 2022 report which indicated 41.2% - an improvement of 23.7%. Our female population has a higher median but lower mean than our male population.



**Chart 4:**  
**Employees Receiving a Bonus**

*Proportion of males and females receiving a bonus:*

*The proportion of male and female employees who were paid any amount of bonus pay.*

## Hyster-Yale UK Limited

At HYG UK we will continue to remain fully committed to an inclusive culture where we hire, develop, reward and promote people regardless of race, colour, religion, gender, sexual orientation, gender identity, national origin, age, or disability.

I confirm the gender pay gap data contained in this report for Hyster-Yale UK Limited is accurate and has been produced in accordance with the guidance on managing gender pay developed by the Advisory, Conciliation & Arbitration Service (ACAS).

Regards,

Stewart D. Murdoch

Senior Vice President, Managing Director – EMEA

### Glossary of terms :

#### **What is Gender Pay Reporting?**

Gender Pay Reporting legislation (section 78 of the Equality Act 2010) requires employers in the U.K. with 250 or more employees to publish certain gender pay gap information each year on a Government website and their own company website. This involves carrying out six calculations that show the difference between the average (mean or median) earnings of men and women in our 3 UK locations (Frimley, Craigavon and Irvine). The calculations are based on the snapshot date of 5th April 2021. It does not involve publishing individual employee data.

**Mean:** The average of a set of numbers is found by adding all numbers in the data set and then dividing by the number of values in the set. I.e. – 3,7,12,15, 2, 9, 21 has an average of 9.86 ( $3+7+12+15+2+9+21 = 69 / 7 = 9.86$ )

**Median:** The middle value when a group of numbers is ordered from least to greatest. I.e. 3,7,12,15, 2, 9, 21 has a median of 9 (reordered as 2, 3, 7, 9, 12, 15, 21 and 9 is the middle number).