

2025

GENDER PAY GAP REPORT

INTRODUCTION



Alexandra Standfast,
Chief People Officer, Alcumus

At Alcumus, we put our people at the ‘heart’ of everything we do, delivering our people strategy with the ultimate aim of making Alcumus a great place to work for everyone. The Alcumus Board and Senior Management Team are committed to improving the gender balance across all levels in our business.

Our Reported pay gap for 2025 improved by a further 1 point compared to 2024, with our gap reducing to 8%. Our aim remains to close our pay gap over the coming years having made overall improvements since we first started reporting our figures in 2017. For this period we are reporting our lowest gap in pay at 8% since 2017, our first year of reporting.

Equal pay - We support equality through equal pay and are confident that men and women are paid equally for doing the same roles in Alcumus; however the fact that there are currently more men than women in senior roles creates a gender pay gap.

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I confirm the accuracy of our gender pay gap figures 2025. I am delighted to report great progress in reducing our pay gap for consecutive years and am confident we will continue to see progress in the coming years. Along with the senior management team and board I am committed to actions that will continue to improve our gender pay gap.

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UNDERSTANDING THE GENDER PAY GAP

Distinct from the concept of equal pay, the required UK Gender Pay Gap reporting shows the difference between the average hourly wage of men and women in an organisation.

If women do more of the lower paid jobs within an organisation than men, the gender pay gap is usually bigger. The mean (average) pay gap is the difference between the average hourly earnings of all men and women.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample in order from lowest to highest, and picks the middle-most salary.

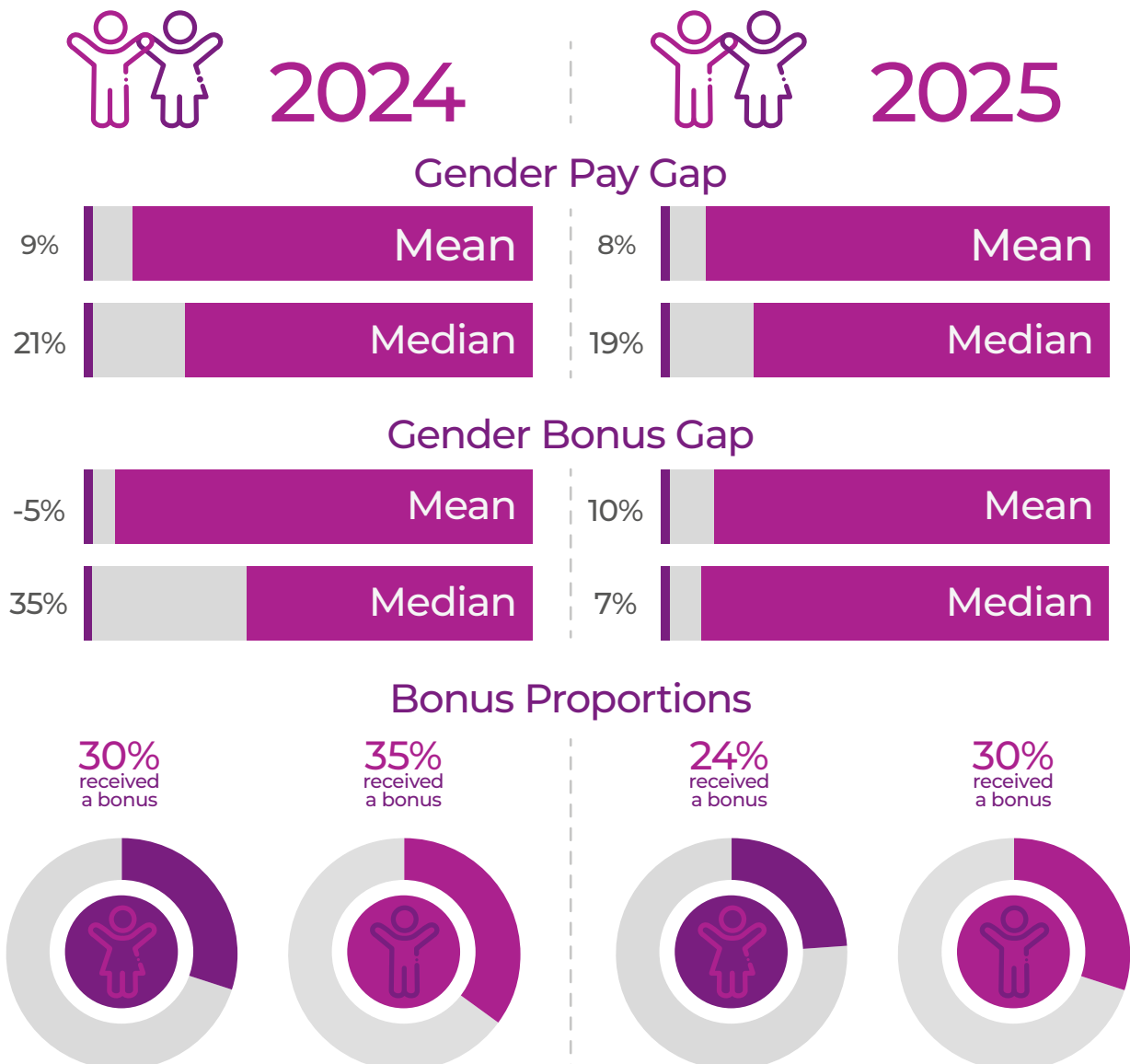
OUR RESULTS

The following information demonstrates our mean and median hourly gender pay gap, at the snapshot date of April 2025.

Our reported figures show that the mean pay gap reduced to 8% compared to 9% in 2024.

We recognise that reducing the pay gap is not a quick fix and that it will take some time to close the gap as we implement long term action plans to deliver sustainable change.

The median pay gap decreased by 2 points to 19% compared to 21% in 2024.



QUARTILE BANDS

2024

2025

UPPER QUARTILE

MALE **60%**
FEMALE **40%**

MALE **64%**
FEMALE **36%**

UPPER MIDDLE

MALE **63%**
FEMALE **37%**

MALE **62%**
FEMALE **38%**

LOWER MIDDLE

MALE **46%**
FEMALE **54%**

MALE **49%**
FEMALE **51%**

LOWER QUARTILE

MALE **48%**
FEMALE **52%**

MALE **52%**
FEMALE **48%**



GENDER BALANCE

Reported headcount at the April 2025 snapshot.



ALCUMUS UK EMPLOYEES

370

279

LEADERSHIP TEAM

3

2

SENIOR MANAGEMENT

14

14

MANAGEMENT

229

148

NON MANAGEMENT

124

115



2025 REPORTED PAY GAP REDUCES BY 1 POINT COMPARED TO 2024

GENDER BALANCE IMPROVEMENT IN QUARTILE PAY BANDS

This year's numbers continue to show an improving picture. Although change is still gradual, the positive trends of recent years have largely continued.

There have been some changes in company structure following acquisition and integration since the end of 2024 into 2025. 36% of women were in the upper quartile pay band in 2025, a reduction against the 40% in 2024. The number of women in the upper middle pay band increased to 38% compared to 37% in 2024. There were decreases in the number of women in the lower middle and lower quartile bands of 3 points and 4 points respectively.

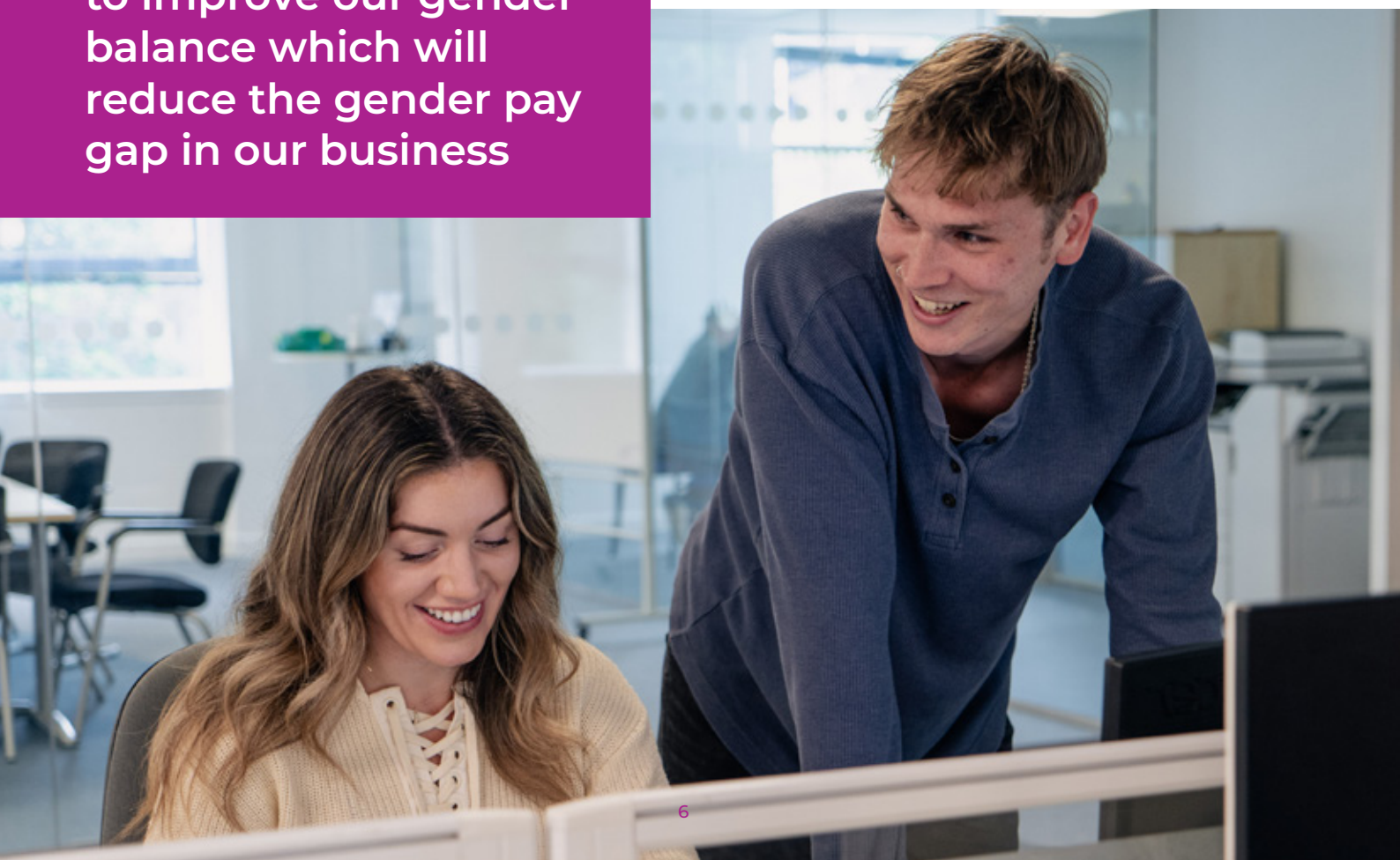
We continue to identify opportunities to improve our gender balance which will reduce the gender pay gap in our business

We have seen an increase in women in senior management roles, with the number of women matching the number of senior men. However, the gap between men and women has grown in management roles, which include both people and technical managers. Achieving a more equitable distribution in this banding remains essential to close the gap.

The mean bonus gap has increased from -5% in 2024 to 10% in 2025, while the median gap has decreased by 28 points to 7%.

REDUCING OUR GENDER PAY GAP

Our gender pay gap continues to narrow. Since we began reporting in 2017, our mean pay gap has decreased by 11% overall. This progress is encouraging and indicates our approach is driving positive change. We remain committed to promoting family and life friendly and flexible working policies for both women and men, and continue to invest in development, progression and promotion across Alcumus.



GENDER PAY GAP
REPORT 2025

Alcumus Holdings Ltd
Axys House
Parc Nantgarw
Nantgarw
Cardiff
CF15 7TW