

Gender Pay Report 2024

About Ultra Maritime

Ultra Maritime pioneers delivering multi-mission solutions that protect and empower the naval forces worldwide. With our extensive portfolio of capabilities, our innovations are utilised on naval fleets across our allied navies around the globe.

Ultra Maritime in the UK

We are a workforce of just over 337 colleagues, were highly talented individuals of which 23% are female work on cutting edge technologies and are based across 3 locations in the South of England.

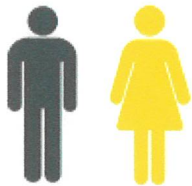
Our Gender Pay Gap reporting.

In line with Government legislation, Ultra Sonar Systems Limited is publishing its annual Pay Gap report based on snapshot data from April 2023.

Gender Pay Gap is not the same as equal pay. Equal pay is the right for men and women to receive equal pay for carrying out the same or similar roles. The Gender Pay Gap is the difference in the median and average base and bonus pay between all men and women across an organisation, regardless of their role.

Gender Pay Gap

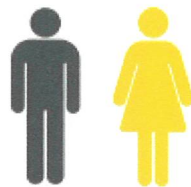
33% median



17% mean

Gender Bonus Gap

48% median



16% mean

90% of women received bonus pay
94% of men received bonus pay

This is the first report we have submitted since we became a separate entity to ULTRA group of companies back in 2022.

The proportion of Females within each quartile

| | % Females |
|----------------|-----------|
| Top Quartile | 16% |
| Upper Middle | 22% |
| Lower Middle | 14% |
| Lower Quartile | 29% |

Understanding the data

The mean is the difference between the average pay of women and men. The median is the mid-point in a range of salaries, sorted from highest to lowest, for both men and women. The median pay gap is the difference between the median pay rate for men and women.

The Gender Pay Gap at Ultra Maritime is present largely due to the lack of representation of female employees within the Engineering sector.

The Bonus Pay Gap at Ultra Maritime is driven from our bonus structure – due to the workforce being made up of 77% men, therefore a higher percentage of men were in more senior roles than women in April 23. Our bonus levels increase with seniority and therefore more men are paid higher bonus pay.

Ultra Maritime continually ensures that women and men are paid equally for the same or similar roles.

What is Ultra Maritime UK doing to help close the Gender Pay Gap?

- We have recently appointed a number of females into our Senior Leader and Leadership Teams, who are also members & advocates of The Women Engineering Society and Women Empowering defence.
- Bonus awards are applicable to all colleagues.
- Introducing more flexible working arrangements to improve our employee value proposition.
- Identifying female talent through our Talent Management processes providing First class Harvard Leadership & talent programmes.
- Coaching our managers to provide a diverse and inclusive culture.
- Rolling out recruitment and interview training to all managers to ensure a fair and consistent approach, mitigating the risk of discrimination.
- Proactively improving our external profile in the marketplace to attract more diverse candidates into the talent pipeline.
- Engaged external Management Leadership professionals to coach our leaders in improving People Leadership Skills.



Wayne Clifton, VP General Manager



Kelly Alderson, VP Human Resources