

Gender Pay Report

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 363 people working with cutting edge technologies, where 20 % of our colleagues are female, spanning roles within Engineering & Manufacturing and are based across 3 locations in the South of England.

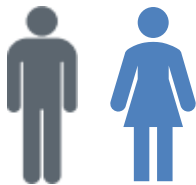
Our Gender Pay Gap reporting

In line with Government legislation, Ultra Maritime UK is publishing its annual Pay Gap report based on snapshot data from April 2025.

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 organization, regardless of their role.

Gender Pay Gap

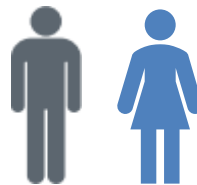
13% median



6% mean

Gender Bonus Gap

13% median



14% mean

93% of women received bonus pay
91% of men received bonus pay

The proportion of Females within each quartile

	% Females
Top Quartile	19%
Upper Middle	18%
Lower Middle	17%
Lower Quartile	30%

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.

Whilst every employee is entitled to a non-contractual annual bonus payment, our bonus levels increase with seniority and leadership responsibilities. Since our last report we have seen a 3% increase in the number of females in the upper quartiles and a significant decrease in the median & mean % gap within bonus pay.

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

- A full review of all employment policies in 2025 included the creation of a new Menopause policy which is supported by manager guidance and coaching sessions to promote inclusive behaviors.
- Our Women's networking group was established and is led by our high potential female Engineering colleagues, with our Vice President of Engineering as the Executive sponsor.
- Our participation in the WISE benchmarking exercise has provided valuable data to further assist our continued DE&I focus.
- We continue to build on our year-on-year improved colleague engagement scores, with continued efforts in making UMUK a flexible and modern working environment supporting the ever-changing life needs of our female colleagues.
- We continue to provide opportunity for our senior female leaders to undertake first class Harvard University Education.
- Our structured & consistent People Leaders coaching schedule promotes open & honest conversations with all colleagues, encouraging people to speak up & thrive.
- We have partnered with an Industry leading resourcing organization who support our hiring right first-time efforts, ensuring we increase access to opportunities to a wide range of female talent pools.