

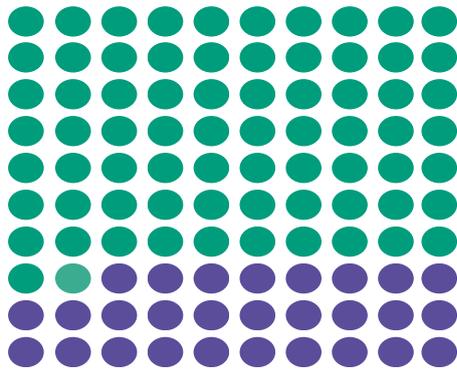
2025

# NUMBERS & STATISTICS

## Ontic's Gender Split

**Male 72.6% Female 27.4%**

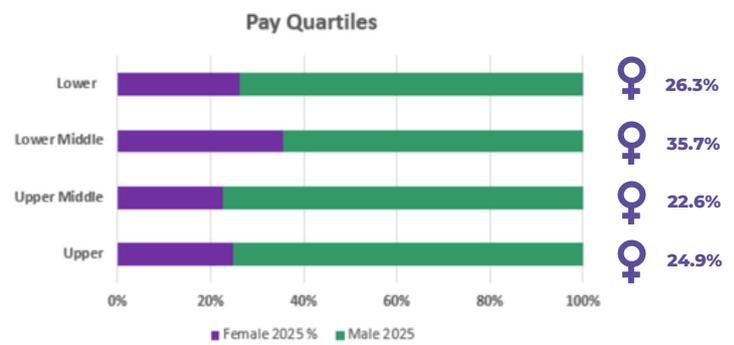
Women represent approximately 27% of Ontic's workforce in FY24/25, broadly consistent with the previous year. As is typical within the aerospace and manufacturing sectors, which are traditionally male-dominated, female representation is higher in lower and mid-level roles.



## Pay Quartiles

Female representation across pay quartiles remains broadly consistent with 2024 in the upper half of the organisation.

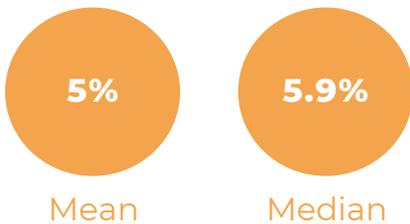
The most notable change was a 3.4 percentage point increase in the lower middle quartile and a decrease of 7.7 percentage points in the lower quartile.



## The gender pay gap at Ontic

Our median gender pay gap for 2025 is 5.9%, meaning that women earn 94p for every £1 earned by men. This gap reflects the distribution of men and women across different roles and levels within the organisation. It does not mean that men and women are paid differently for doing the same job.

### Hourly Pay Gap



### Bonus Pay Gap



## Explaining the bonus pay gap

The bonus pay gap has narrowed materially in both mean and median measures. The mean gap reduction suggests improved balance in higher-value bonuses.

Bonus participation is now broadly equitable across genders. Organisational growth has been accompanied by improved bonus distribution equity.

