

GENDER PAY GAP REPORT



Xtrac Limited is recognised as the world leader in the design and manufacture of specialist transmission systems supporting a wide client base covering top level Motorsport and High Performance Automotive.

The Gender Pay Gap report is based on data as of 5th April 2025. On this date 89% of employees were male and 11% were female.

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Pay Gap

The table below shows our overall mean and median gender pay gap based on hourly rates of pay as of 5th April 2025.

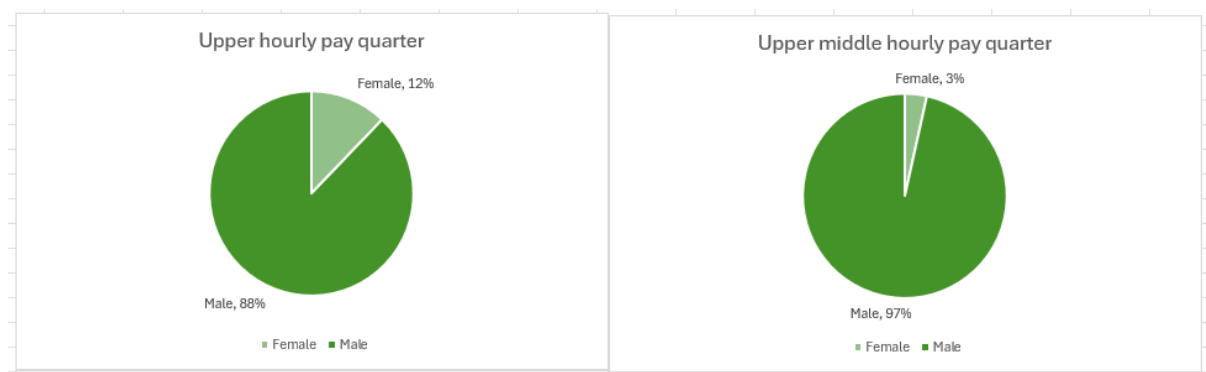
Difference between Men and Women (Positive lower female pay, Negative higher female pay)		
	Mean	Median
Pay	6%	11%

Bonus Gap

The table below shows our overall mean and median bonus gender pay gap based on bonuses paid in the 12 months ending 5th April 2025.

Difference between Men and Women (Positive lower female pay, Negative higher female pay)		
	Mean	Median
Pay	(5%)	18%

Pay Quartiles





Commentary

- From the April 2025 gender pay report, both our mean and median pay gaps have reduced by 3% points. This reflects a 2% point increase in the number of female employees in the business, alongside several women progressing into more senior roles. This also demonstrates Xtrac is making progress on closing the pay gap recognising our business is still heavily male dominated and several females occupy roles in the lower pay quartile.
- A bonus is paid to employees dependent upon the employee having a minimum length of service ahead of the bonus date, and a separate bonus is paid to the senior leadership team based of individual and company performance metrics.
- A bonus was paid to 377 employees. 82% of all males, and 74% of all females received a bonus in the 12-month period.
- On a mean basis, females received bonuses 5% higher than their male counterparts. The median bonus gap was 18%, indicating that bonuses were more favourable to female employees overall.
- For the period of results used from April 2025, Xtrac Limited employed 460 full pay relevant employees. The gender split was 49 females and 411 males.
- There are no differences in pay rates for different genders occupying equivalent roles at Xtrac Limited and therefore we are confident that Xtrac's gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that those roles attract.
- As demonstrated in our pay quartiles illustration, Xtrac is predominantly made up of males in all four of the quartiles and noting that the females make up 12% (of upper quartile – a higher percentage than the overall gender split).
- We have night shift and weekend shift workers at Xtrac where employees who work this shift have a premium applied to their hourly rate and this has been accounted for in the data.

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We continue to strive Xtrac Limited is regarded as an employer of choice with the following actions:

Action	How
Recruitment	<ul style="list-style-type: none">• We will strive to have diverse interview panels and applicants.• We actively review our succession plans so we can promote internal talent when opportunities arise.
Career Growth	<ul style="list-style-type: none">• Learning and development is available for everyone.• Clear career paths are in place which facilitate movement and progression of our people.• The Emerging Leaders programme was implemented during 2025 to facilitate the development of our talent within the business.
Review our policies and processes	<ul style="list-style-type: none">• Ensure these are fair and treat people equally as well as reflect the values of Xtrac.• We promote flexibility in the workplace for all.• The Menopause policy and guidance policy was updated in November.• Menopause awareness sessions were arranged for employees to participate in.• Menopause awareness online training was rolled out to all employees.
Strong reward and recognition	<ul style="list-style-type: none">• Everyone is recognised for the contribution they bring to Xtrac.• Our reward proposition remains transparent to all employees.• We review and identify any individuals in roles who may be outliers.
Community involvement	<ul style="list-style-type: none">• Through our STEM programme we ensure we reflect what working for Xtrac is like to attract a future diverse workforce.• Xtrac launched a volunteering programme initiative with support from the Leadership team for all employees to engage with.• All fundraising activity completed during the year went to a local charity in the community.

I can confirm the data reported is accurate.

Adrian Moore
Chief Executive Officer
March 2026