



## ZOTEFOAMS

### Gender Pay Gap Figures as reported on 5<sup>th</sup> April 2026, vs. 5<sup>th</sup> April, 2025

#### Introduction

Gender Pay reporting legislation states that UK employers with 250 or more employees are required to publish annual statutory calculations showing the pay gap between male and female employees. Gender pay gap is not the same as equal pay. Equal pay ensures males and females receive the same pay for carrying out the same or equivalent work. The gender pay gap looks at the difference between the average male and average female in the company, regardless of their role.

Zotefoams places a strong emphasis on transparency, accuracy, and accountability in its Gender Pay Gap reporting and ensures full adherence to all applicable statutory rules and reporting requirements. Robust processes and controls are in place, supported by the engagement of an independent external service provider to prepare, validate, and verify the Gender Pay Gap data, ensuring the integrity and reliability of the information disclosed.

#### Company overview

Zotefoams plc is a UK-headquartered global leader in advanced foam materials, delivering innovative, high-performance products to diverse industries worldwide. The Group has a broad operational footprint across Europe, North America and Asia, enabling close proximity to key customers and supporting strategic growth in new markets. Zotefoams' unique proprietary processes and deep materials expertise underpin a portfolio of lightweight, durable foams that improve resource efficiency and sustainability in critical applications.

#### Pay Gap between males and females

##### Average hourly rate comparison

	2024	2025	
Median	-8.1%	-3.9%	[median female paid more than median male]
Mean	11.8%	11%	[mean pay of females lower than mean of males]

This year, Zotefoams have narrowed the gender pay gap on both mean and median measures. The mean pay gap registers at 11.0% in favour of males, which is 0.8 percentage points lower than last year (11.8% mean pay gap). Meanwhile the median pay gap, which is in favour of females, has narrowed to 3.9% this year from 8.1% last year, a 4.2 percentage point decrease.

Zotefoams' gender pay gaps are smaller than both national and sector benchmarks.

Overall, Zotefoams continues to reduce its gender pay gaps at a faster rate than national and sector averages, with gaps remaining below external benchmarks.

#### Bonus comparison

##### % of the workforce that received a bonus

	2024	2025
Men	90%	96%
Women	92%	91%



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### Bonus gap between males and females

	2024	2025
Median	-1.1%	8%
Mean	48.6%	53.5%

This year, the mean bonus gap is 53.5% in favour of males (up from 48.6% last year). The median pay gap has shifted in favour of males to 8% (up from 1.1% in favour of females last year). While both males and females received lower bonus payouts this year, the reduction for females was greater than for males.

### Gender distribution across four equally sized pay quartiles\*

Quartile	Men 2024	Women 2024	Men 2025	Women 2025
Upper	83%	17%	84%	16%
Upper Middle	76%	24%	78%	22%
Lower Middle	79%	21%	78%	22%
Lower	88%	12%	85%	15%

\*Based on the snapshot of 5<sup>th</sup> April 2025.

Zotefoams is actively working to further reduce the gender pay gap by promoting the progression and development of women across the business and reviewing external market data to ensure our pay practices remain fair and competitive. Our approach combines robust data analysis, transparent policies, employee support initiatives, and ongoing monitoring to drive continuous improvement. The Company's blended working model also supports greater gender and diversity opportunities, helping to create a more inclusive and flexible workplace.

Zotefoams remains committed to ensuring that pay is determined by role, capability, and performance, reinforcing a culture of fairness and equal opportunity. This proactive approach reflects our commitment to building a more equitable and inclusive organisation, delivering long-term benefits for both our people and the organisation.

I confirm that the gender pay gap data in this report is accurate and has been produced in accordance with the regulations.

*Emma Woollard*

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**General Counsel and Company Secretary**

**Zotefoams plc**