

KMF GROUP

2025 Gender Pay Gap Report & Supporting Statement

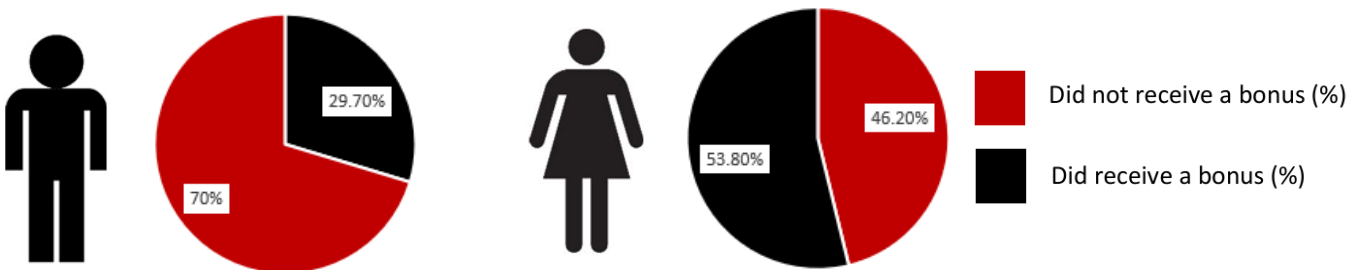
We are passionate about fairness, inclusion and equal opportunities and are committed to reducing our gender pay gap.

Pay & Bonus Gap

Difference between men and women

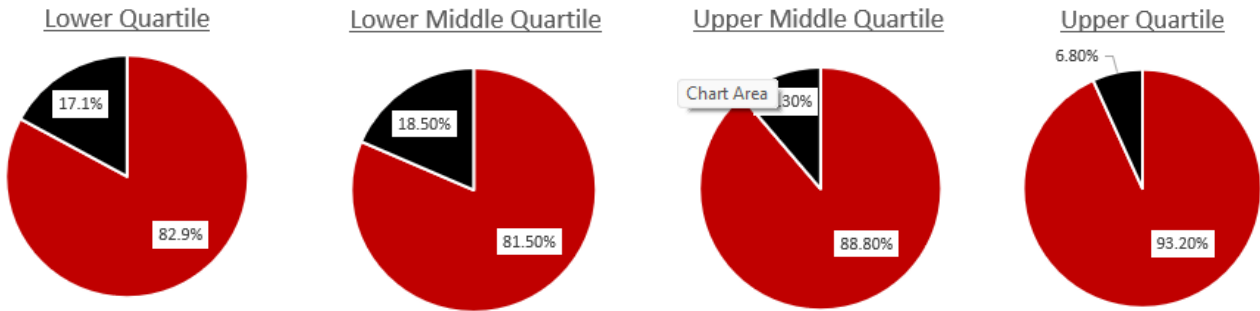
| | Mean | Median |
|------------------|-------|--------|
| Hourly Fixed Pay | 3.5% | 7.8% |
| Bonus Paid | 74.2% | 0% |

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5th April 2025). It also captures the mean and median difference between bonuses paid to men and women at KMF Precision Sheet Metal in the financial year up to 2025.



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The above image illustrates the gender distribution at KMF Precision Sheet Metal across four equally sized quartiles, each containing approximately 99 employees. We are confident that men and women are paid equally for doing equivalent jobs across the business.

KMF are continually committed to moving towards a complete gender balance across the KMF Group and are confident our gender pay gap will reduce over the forthcoming years.

I confirm that data in this report is accurate at the time of publishing.

Gareth Higgins

Group Managing Director