



## Gender Pay Gap Reporting 2026

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

Gender Pay Reporting requires organisations to make calculations based on employee gender. We have collated our data using payroll records, which are considered the most accurate source. We are required to publish the result on our website and the official government website. The figures are based on a 12 month period leading up to the "snapshot" date of 4 April 2026. We aim to publish our results each year, within 12 months of the snapshot date.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

LTLGS will strive to eliminate any gender pay gap and the challenge across Great Britain is to eliminate any gender pay gap that exists.

For the period of results Lufthansa Technik Landing Gear Services UK (LTLGS) employed 405 full pay relevant employees. For awareness the gender split was 61 females and 344 males.

The bonus pay gap is significantly influenced by the introduction of a profit-sharing scheme that applies to office-based employees. Shopfloor employees, who are covered by a collective bargaining agreement, opted out in favour of a higher base pay during the reporting period. As a result, a high proportion of shopfloor employees received no bonus, which impacts the overall bonus pay gap figures.

Christian Rodarius

Managing Director/CEO

02 April 2026



# Gender Pay Gap Reporting 2026

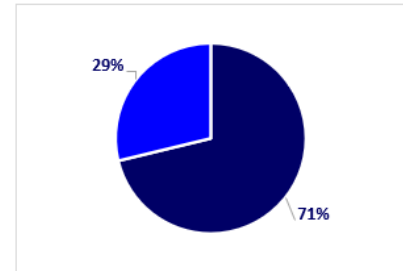
## Difference between men and women

	Mean	Median
Pay Gap	12%	16%
Bonus Gap	-14%	N/A

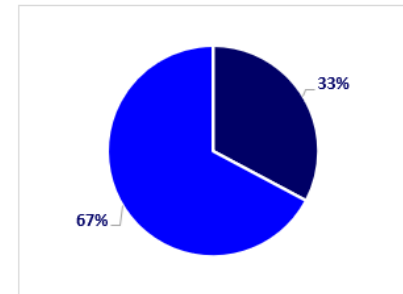
## The proportion of males and females receiving a bonus



29%



67%

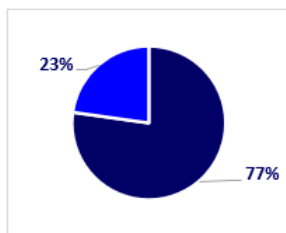


Received a bonus (%)

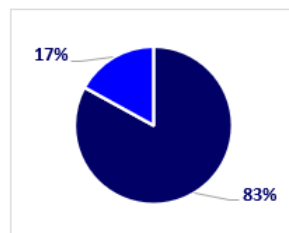


Did not receive a bonus (%)

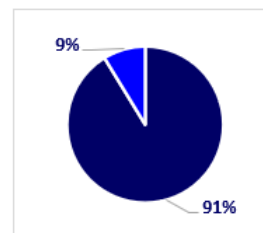
## Quartile pay



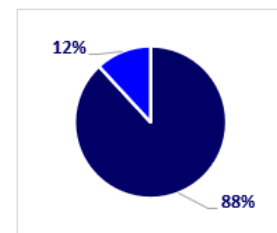
Lower



Lower middle



Upper middle



Upper

Females



Males

