

Our 2023 Gender Pay Gap Report

It is a legal requirement for any organisation with over 250 employees to report their Gender Pay Gap. The Gender Pay Gap is the difference between the average rates of pay between men's and women's hourly pay across our organisation, expressed as a percentage, that is reported as a mean average and median average. In our 2023 report for dormakaba UK Limited, we are reporting mean and median pay gaps below the national average yet will still have differences between the genders.

	Mean	Median
Hourly Pay	7.21%	7.82%
Bonus Pay	35.22%	24.71%

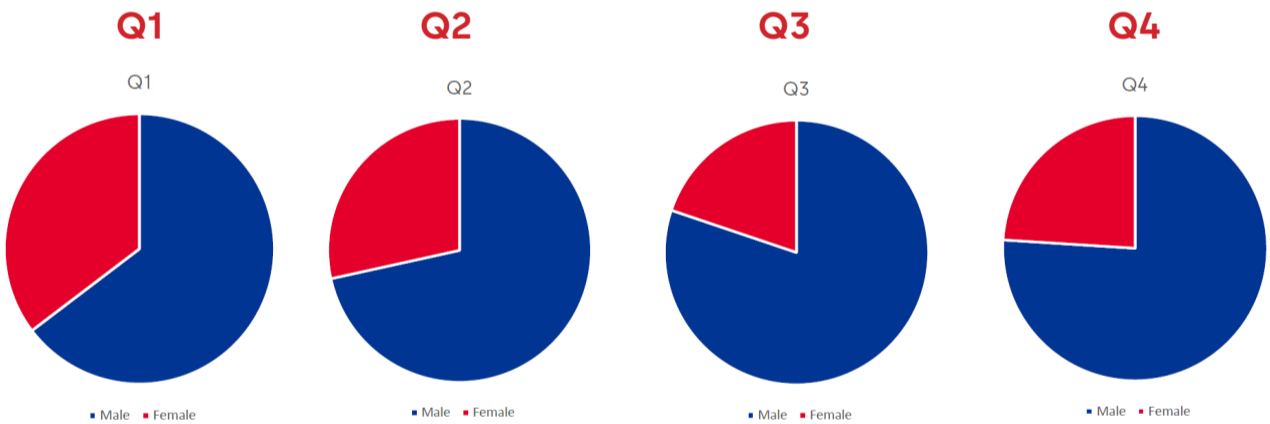
As mentioned in our previous reports, we are trying to improve the male to female ratio across the organisation.

The year to April 2023, we sustained our commitment to the Real Living Wage as an employer and graduated our pay reviews to reduce the pay gap amongst our lower earners. This resulted in the gender pay gap decreasing by 1.64% from 8.85 % to 7.21%, which is 0.49% better than the UK average. Our median pay gap has also slightly decreased this year, from 9.66% to 7.82% which is a 1.84% difference.

Gender Diversity is a key part of the dormakaba Group Sustainability Strategy. Our target is to ensure that at least 1 in 3 of our global management teams are female by 2027. We are pleased to confirm that in 2023, the UK is close to achieving this target, with 32% being female managers. We are committed to achieving this target in the UK and have introduced several D&I initiatives to support the achievement of this target.

QUARTILES

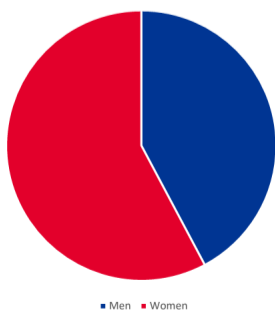
The following illustrates the proportion of men and women in each of the four equally sized quartiles required for Gender Pay Gap reporting requirements.



The number of female employees has increased to 27% of our total workforce and consequently we have seen a slight increase in the proportion of women in each quartile. We believe that the gap in hourly pay is caused by an under representation of females in Q2 - Q4, given we operate in a male dominated industry, and an overrepresentation of women in Q1, due to most administration roles sitting within this quartile, which historically attract more female applicants.

BONUS of our workforce

Over recent years we have been standardising our bonus offering across the business, as a result 52% of female employees receive a bonus.



38% Men received a bonus
52 % Women received a bonus

I confirm that the information contained within this report is accurate.



Tracey Storr
Deputy Vice President
Human Resources - UKI