



amentum

Amentum Gender Pay Gap Reporting 2024

England, Scotland & Wales

Foreword

Amentum is reporting on three U.K. entities with more than 250 employees as of 5 April 2024:

- **Amentum Clean Energy Limited***
- **Amentum Enterprise Asset Solutions Limited****
- **Amentum U.K. Limited**

We have published individual gender pay and bonus gap information for each of these entities.

During the reporting period, Clean Energy Limited* and Enterprise Asset Solutions Limited** were part of Jacobs Solutions Inc. On 27 September 2024, these entities [merged](#) with Amentum and continue to provide advanced engineering and innovative technology solutions in the U.K. and beyond.

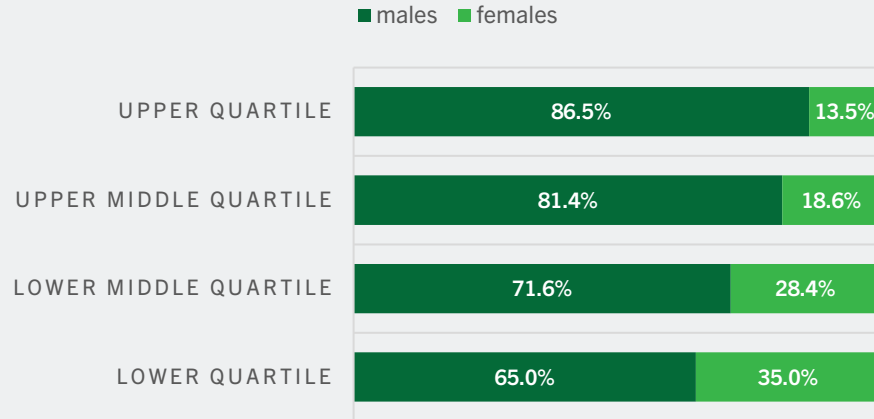
This report marks the first statutory reporting of our gender pay gap for Amentum U.K. Limited.



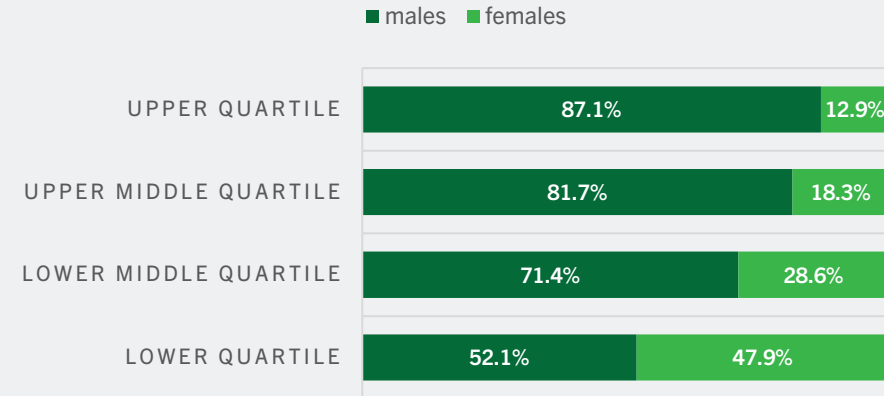
* Was Jacobs Clean Energy Limited
** Was Jacobs Field Services Limited

Gender Distribution Per Quartile

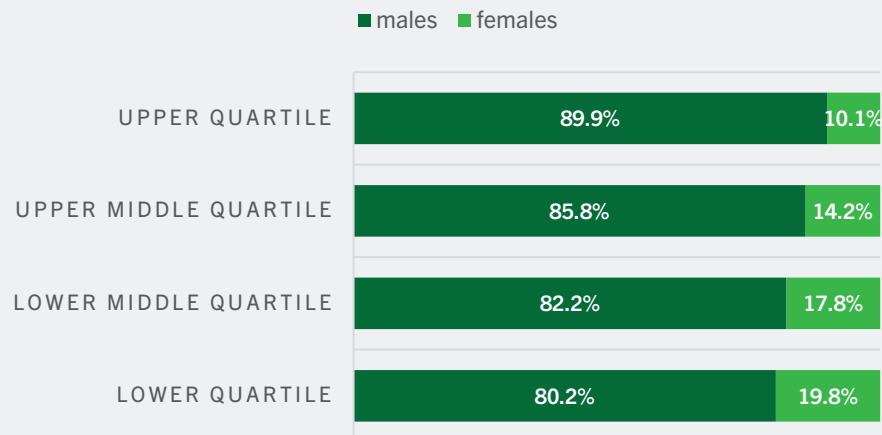
Amentum Clean Energy Ltd



Amentum U.K. Ltd



Amentum Enterprise Asset Solutions Ltd



Gender Gap Reporting

What is the Gender Pay Gap?

The gender pay gap measures the difference between the gross hourly ordinary earnings of all male employees and all female employees, without considering individual roles, responsibilities, or seniority of levels.

Reporting period 6 April 2023 – 5 April 2024	Amentum Clean Energy Limited	Amentum Enterprise Asset Solutions Limited	Amentum U.K. Limited
Mean pay gap	18.8%	14.5%	30.3%
Median pay gap	21.9%	11.6%	44.7%
Mean bonus gap	37.5%	-75.3%	45.7%
Median bonus gap	50.0%	-73.7%	38.2%
Proportion of males receiving a bonus	16.4%	19.4%	51.0%
Proportion of females receiving a bonus	18.1%	21.3%	29.5%