



amentum

Amentum UK Gender Pay Gap Report 2025

England, Scotland & Wales

Foreword

At Amentum UK, we recognise our responsibility to our employees, our industry, and the communities we serve to take sustained and measurable action to address the gender pay gap. This commitment forms part of our broader ambition to cultivate a culture in which every individual feels respected, valued, and able to Boldly Belong to our organisation. Creating such an environment requires empowering colleagues to contribute authentically, speak up with confidence, and support one another – reinforced by visible, accountable leadership to drive tangible progress through intentional, evidence-based action.

Addressing the gender pay gap is not only the right thing to do, but it also strengthens our organisation. An inclusive workforce enhances innovation, broadens our perspectives, supports better decision-making, and helps us attract and retain the best talent. Transparency and continual improvement in this area are essential to building trust with our people and our customers.

Amentum is reporting on three UK entities with more than 250 employees as of 5 April 2025:

1. **Amentum Clean Energy Limited**
2. **Amentum Enterprise Asset Solutions Limited**
3. **Amentum UK Limited**

2025 was our first-year reporting as Amentum however, not all entities were under Amentum ownership for the full reporting year, meaning consolidated results could not be published at that time. This report marks our second publication and is the first to include a consolidated view across all eligible UK entities.

As we bring our legacy organisations together, we recognise that differences in workforce composition, role structures and reward frameworks continue to shape our gender pay gap. These insights help us understand where we are today and guide where we need to focus next. Over the past year, we have taken practical steps to maintain fair recruitment practices, ensure our leadership are supported to champion and grow our people, and have begun to review pay and grading frameworks.

While our results in this report highlight both areas of progress and areas requiring further attention, they reaffirm our commitment to long-term, meaningful change. We will continue to evolve our approach, deepen our analysis, and take action that supports equitable opportunities for all colleagues. Our ambition is clear: to create a workplace where everyone, regardless of gender or background, can grow, contribute and genuinely belong.



Loren Jones
SVP, E&E-I

Key Actions

To deliver on the commitments outlined in our foreword and to address the insights highlighted in our pay gap analysis, we continue to take targeted actions that strengthen equity across our organisation. These actions focus on accountable leadership, fair and transparent people processes, and a culture where every colleague can thrive and Boldly Belong. Together, they form the foundation of our ongoing work to reduce the gender pay gap and build a more inclusive workplace for all.

Leadership accountability

- **Leadership Commitment:** Our UK Leadership Team takes accountability for both sponsoring and driving our commitment to a culture where everyone feels seen, valued and heard. Leaders commit to improving our UK gender representation and pay equity through sponsorship of associated actions and processes.
- **Culture & Belonging Steering Group:** Our cross-functional steering group focuses on advancing our culture of belonging. This group assesses progress, suggests impactful changes and is held accountable by our global leadership team in making a positive difference.

Fairness and transparency

- **Fair Recruitment:** We design and adopt processes that attract, assess and hire the most qualified candidates while minimizing any potential biases and ensuring fairness for everyone.
- **Progression & Talent Reviews:** We conduct regular promotion reviews and actively support leaders with talent reviews to ensure equitable and transparent employee progression throughout the UK.

Enhancing our culture

- **Culture Programme:** We are committed to actively fostering a culture of collaboration and belonging and as such, we have launched an internal culture programme to create an environment where everyone thrives.
- **Consistent Conduct Training:** All employees receive a minimum of our Code of Conduct training on an annual basis.
- **Culture and Belonging Working Group:** We have established a grassroots working group to drive our UK Culture and Belonging initiatives and help create an environment where people feel they belong.
- **Employee Networks:** We have nine UK employee networks who engage our employees on matters that are important to them, and we continue to drive and support these communities.
- **Responding to Feedback:** We act on employee feedback gathered through surveys, working groups and our employee networks.
- **Career & Parenthood Programme:** We have launched our UK Career & Parenthood Programme, *Balancing Act*, which supports employees before and after a period of parental leave, helping them to balance work and home life.
- **Enhanced Benefits:** We continue to offer enhanced family-friendly benefits, resources for caregivers and mental health support.

Terminology

Gender pay gap

This is the difference in average hourly pay between all men and all women across an organisation, regardless of job role, grade or seniority. It includes regular salary and allowances, based on payroll data. It reflects the distribution of men and women across roles, not equal pay for equal work.

Bonus pay gap

This measure compares the average bonus paid to all men and all women over the 12-month reporting period. It shows differences in bonus outcomes.

Mean

All individual hourly rates for men are added together and divided by the number of men. The same is done for all women. The difference between the two is then calculated as a percentage of men's pay.

Median

All individual hourly rates for men are sorted lowest to highest and the middle number from the list selected. The same is done for all women. The difference between these two figures is calculated as a percentage of men's pay.

Pay Quartiles

All individual hourly rates of pay for both men and women are sorted from lowest to highest in one list. The list is split into four equal parts which we call 'Quartiles'. We then report on the percentage of men and women in each one.

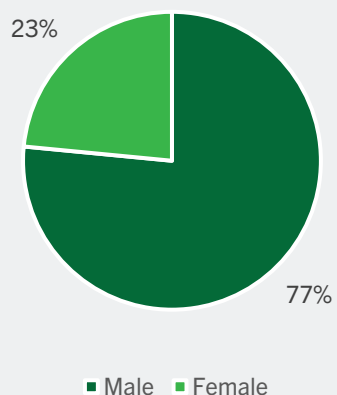
UK Gender Pay Gap and Organisational Context

Like many organisations in the engineering and technology sectors, our gender pay gap is influenced by the composition of our workforce, where men continue to be represented in significantly greater numbers than women. As shown in our quartile distribution, this imbalance is particularly evident in senior roles, which typically attract higher salaries and bonus opportunities and therefore have a stronger impact on our overall pay gap.

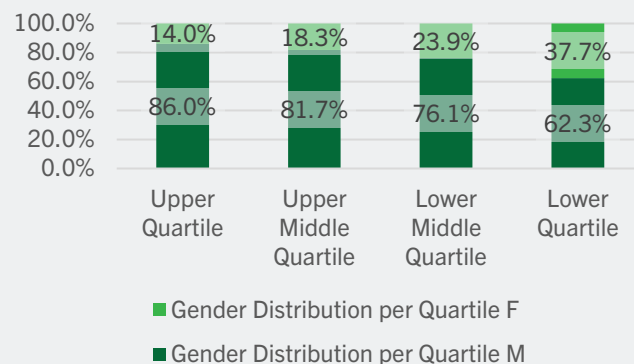
Increasing female representation at senior levels is central to reducing the gender pay gap over time. We are pleased to note that, since the reporting period, new appointments have shifted the composition of our UK senior leadership team to 25% women overall - and 50% women in operational leadership roles - which represents an encouraging step forward. This progress demonstrates the impact of focused action and sustained commitment. Looking ahead, we have set a clear ambition to achieve 40% female representation across our wider leadership population by 2030, reinforcing our dedication to building balanced leadership teams and creating long-term, meaningful change.

Consolidated Data for Amentum UK Entities

Gender Distribution



Gender Distribution Per Quartile



Gender Pay Gap

Mean **17.7**
Median **23.0**

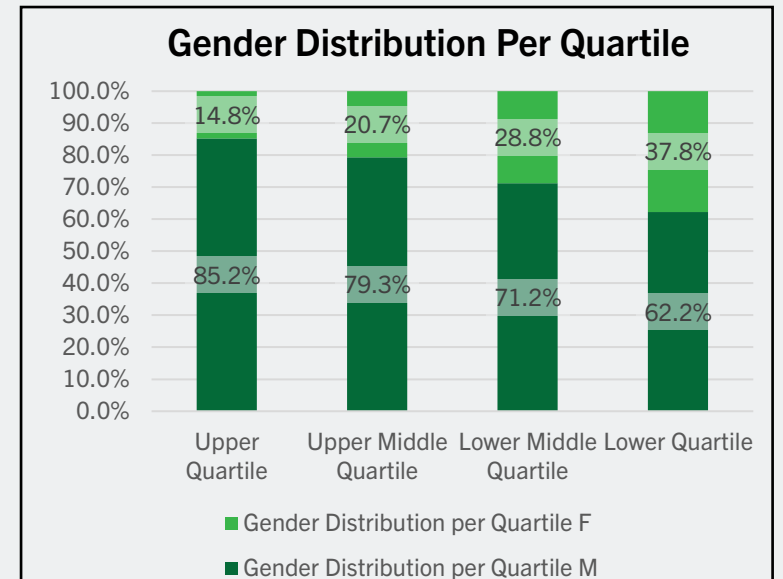
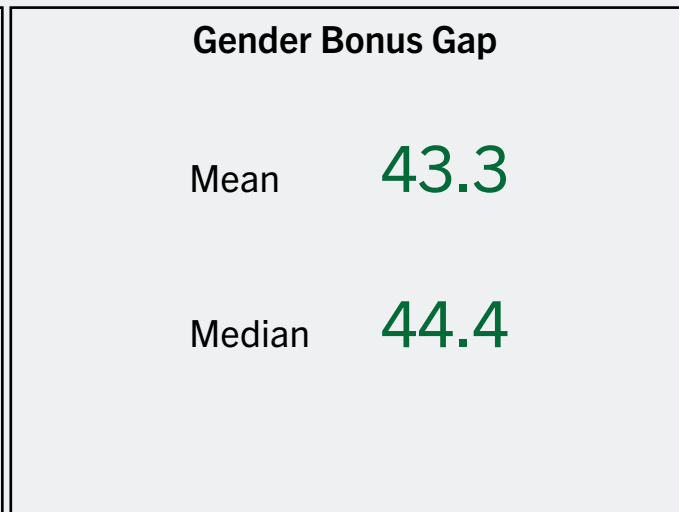
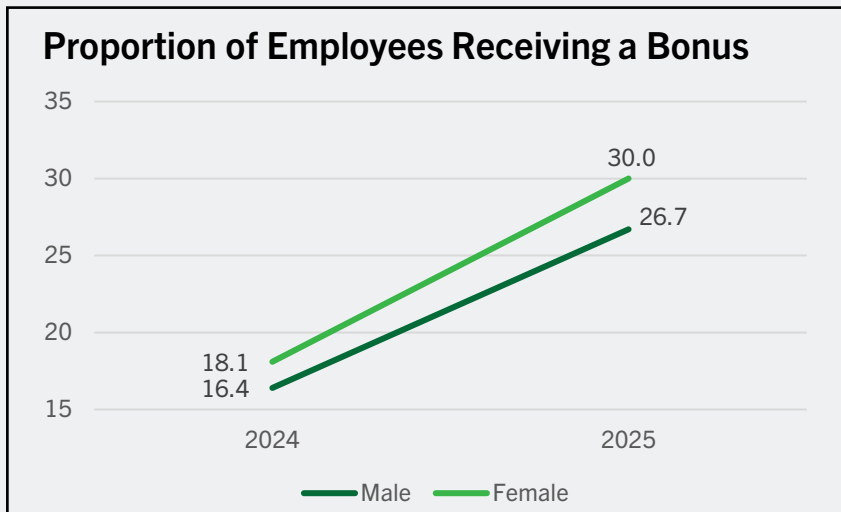
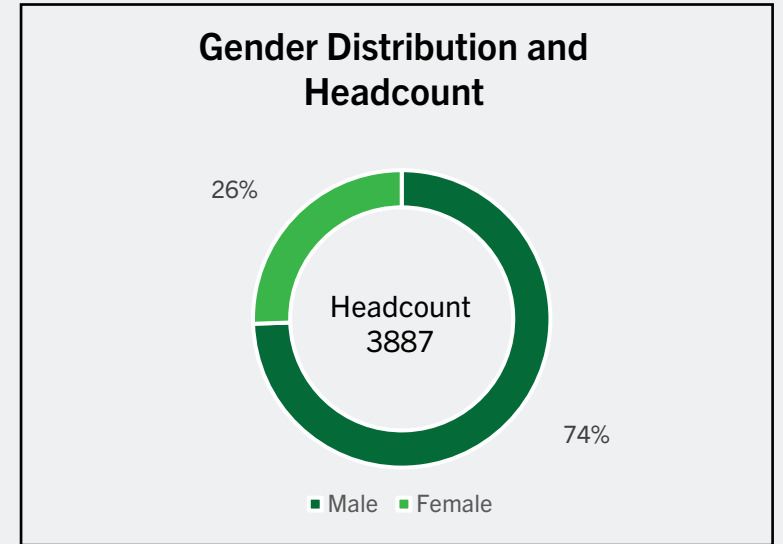
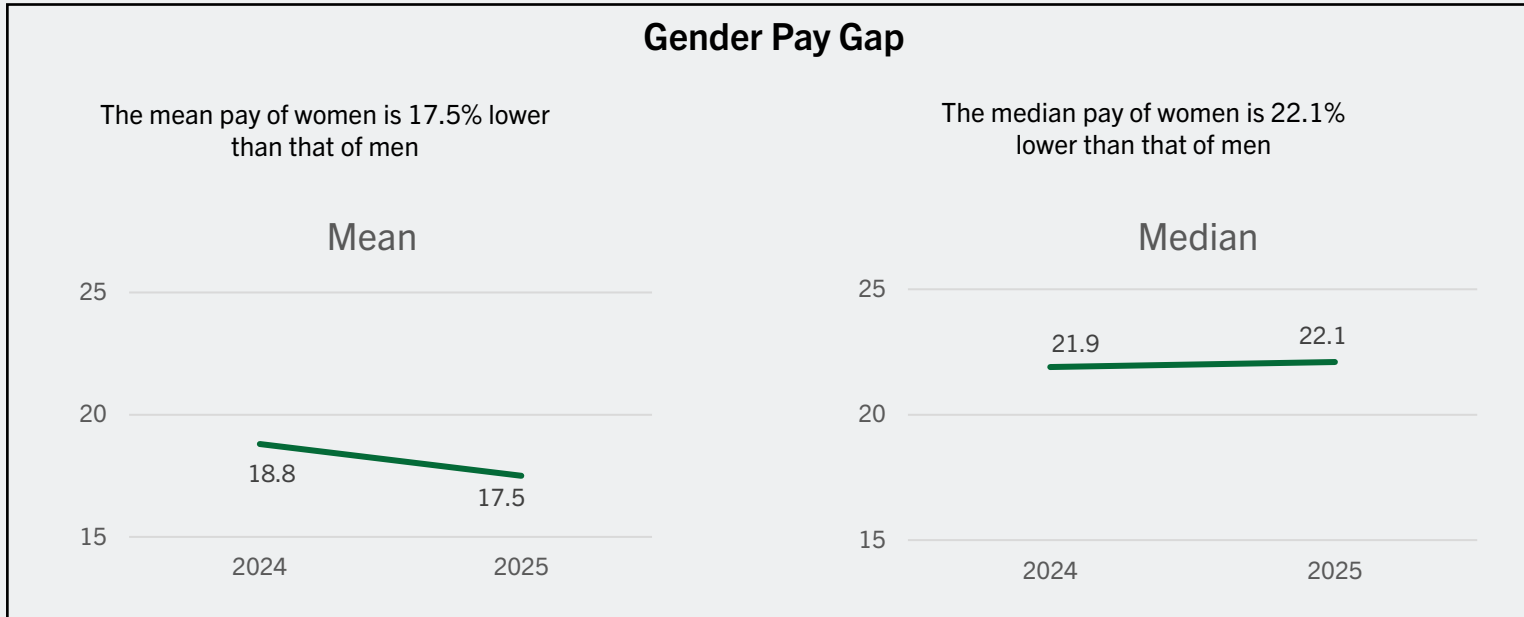
Gender Bonus Gap

Mean **47.4**
Median **55.6**

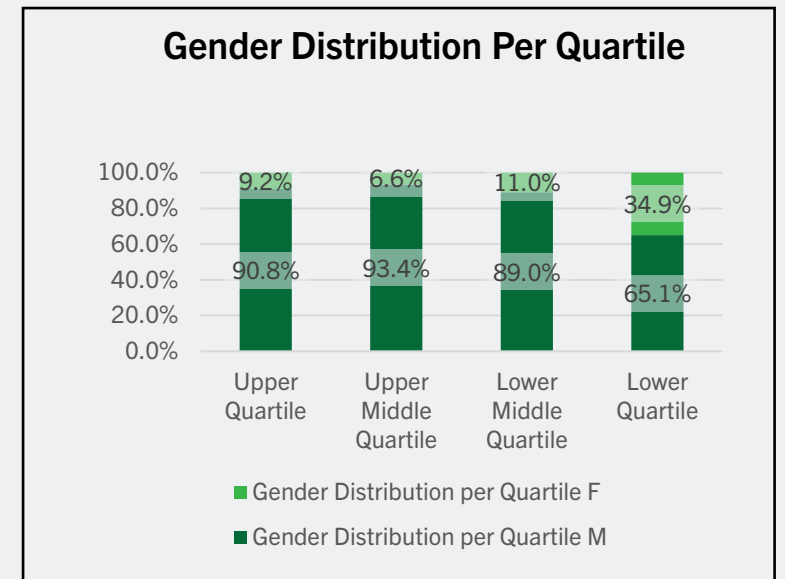
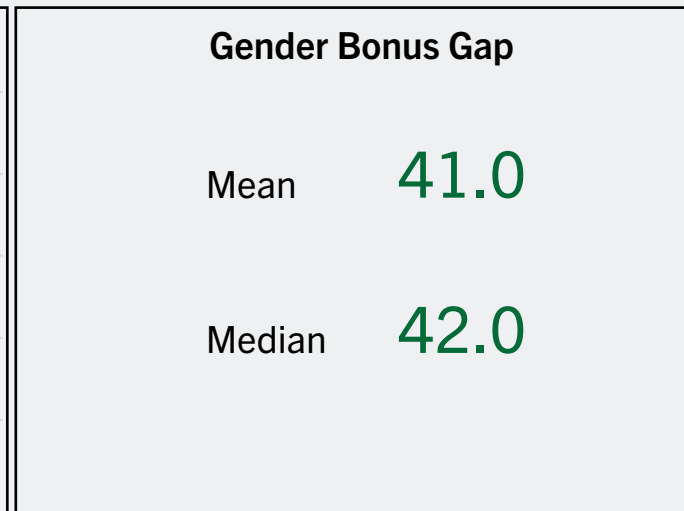
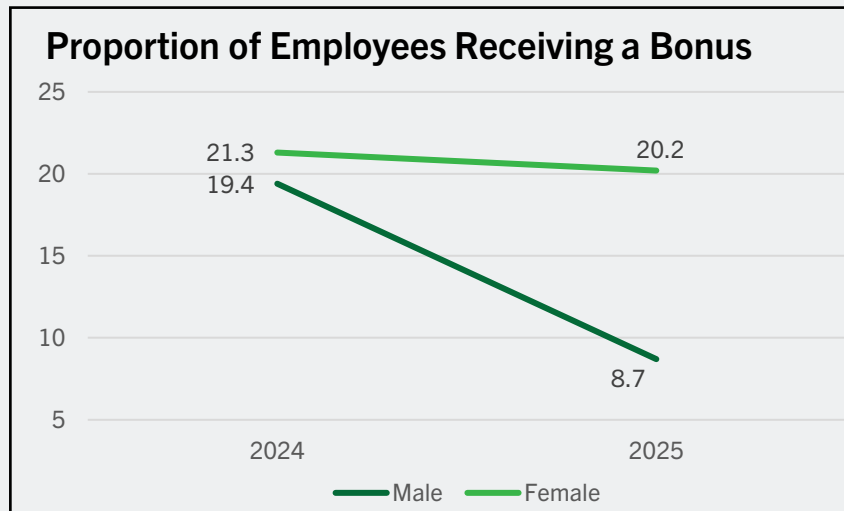
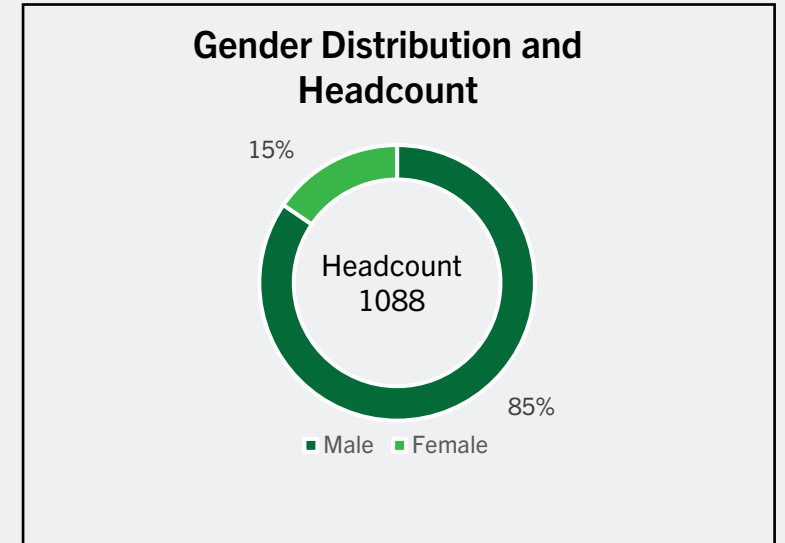
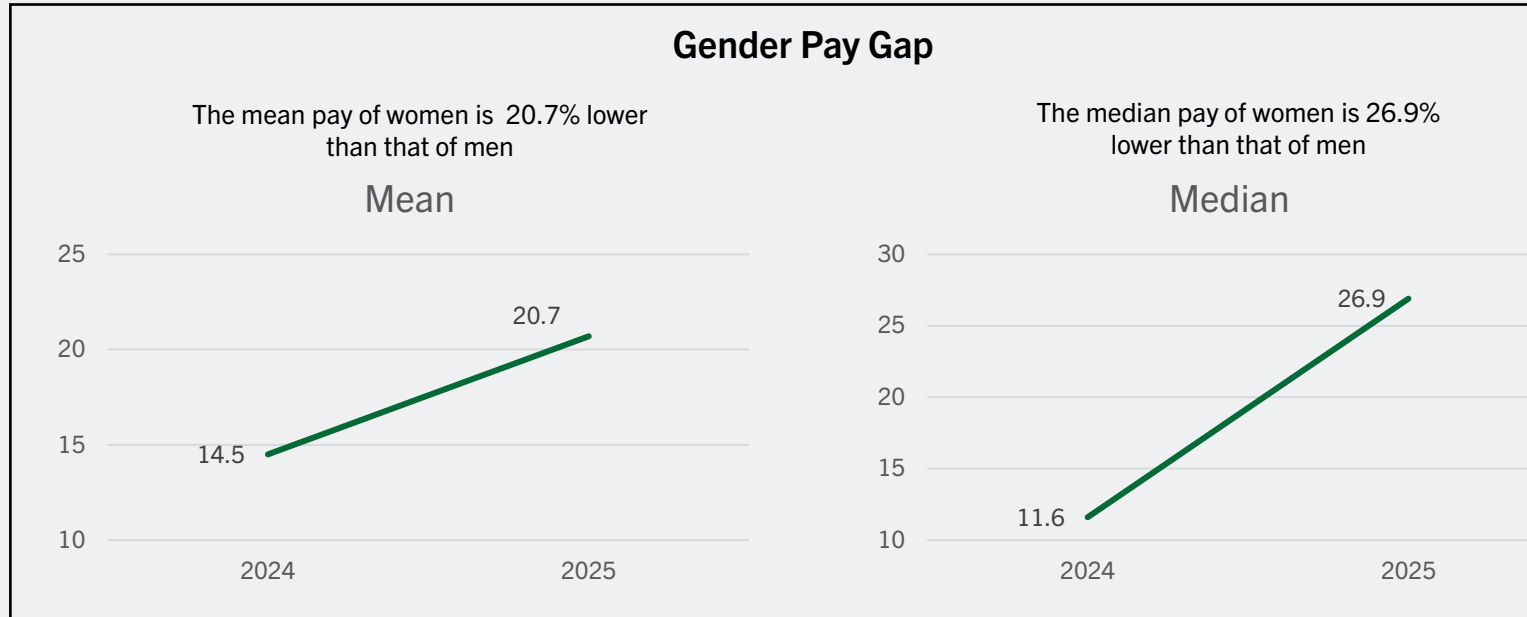
Proportion of Employees Receiving a Bonus

Male **25.7**
Female **30.6**

1. Amentum Clean Energy Ltd - United Kingdom



2. Amentum Enterprise Asset Solutions Ltd - United Kingdom

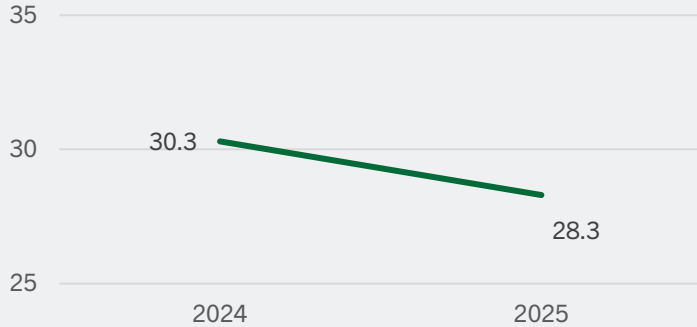


3. Amentum UK Ltd - United Kingdom

Gender Pay Gap

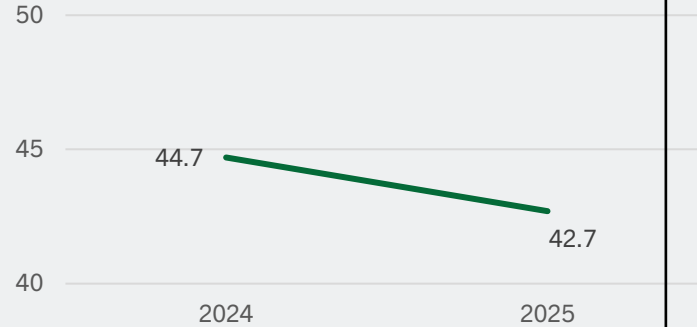
The mean pay of women is 28.3 % lower than that of men

Mean

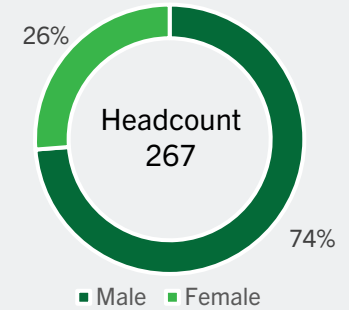


The median pay of women is 42.7 % lower than that of men

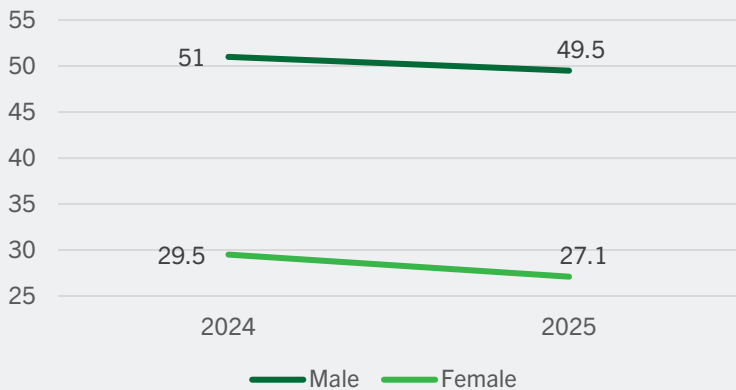
Median



Gender Distribution and Headcount



Proportion of Employees Receiving a Bonus

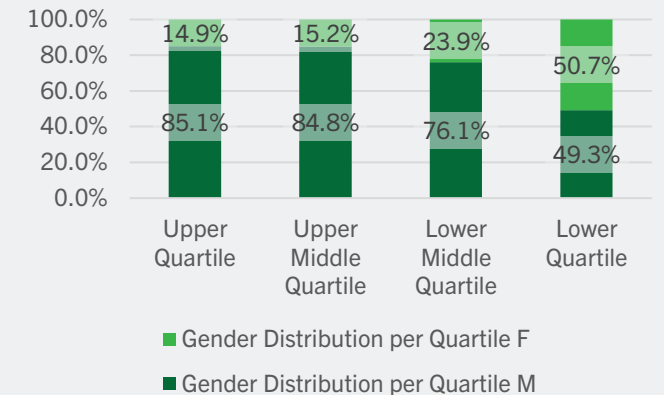


Gender Bonus Gap

Mean **34.0**

Median **19.0**

Gender Distribution Per Quartile



Full reporting tables for Amentum UK (England, Scotland and Wales)

5 April 2025

	Amentum Clean Energy Limited		Amentum Enterprise Asset Solutions Limited		Amentum U.K. Limited	
Mean pay gap	17.5		20.7		28.3	
Median pay gap	22.1		26.9		42.7	
Mean bonus gap	43.3		41.0		34.0	
Median bonus gap	44.4		42.0		19.0	
Proportion of males receiving a bonus	26.7		8.7		49.5	
Proportion of females receiving a bonus	30.0		20.2		27.1	
Proportion of males & females in each quartile pay band	Male	Female	Male	Female	Male	Female
Upper Quartile	85.2	14.8	90.8	9.2	85.1	14.9
Upper Middle Quartile	79.3	20.7	93.4	6.6	84.8	15.2
Lower Middle Quartile	71.2	28.8	89.0	11.0	76.1	23.9
Lower Quartile	62.2	37.8	65.1	34.9	49.3	50.7