

Gender Pay Reporting

(Snapshot date 5th April 2025)



Introduction

CLAAS is an agricultural machinery manufacturer whose head office is based in Harsewinkel, Germany. The global operation of CLAAS employ circa 12,000 people. In the UK CLAAS operates four business units (as at April 2025): CLAAS UK Ltd, CLAAS Manns Ltd, CLAAS Eastern Ltd and CLAAS Western Ltd.

As an employer, by law, we are required to carry our Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

The regulations state that we must report the following information:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males and females receiving a bonus payment
- The proportion of males and females in each quartile pay band

The Gender Pay Gap is the difference in pay between men and women spread across the whole organisation of CLAAS UK and our three dealers.

The data used to calculate our Gender Pay Gap information is based on pay data as at the required snapshot date of 5th April 2025.

The data used to calculate our bonus pay information is based on the 12-month period ending with the 5th April 2025 snapshot date.

What is the Gender Pay Gap?

The **mean** gender pay gap is the difference in the average hourly pay for women compared to men.

The **median** is the midpoint when you separately line up women's pay low to high and the same for men. The median pay gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

The median is a typically more representative figure as the mean can be skewed by a handful of highly paid employees. A larger difference between the mean and the median can be indicative of inequality at either end of the pay spectrum. However, usually the inequality is most marked at the top end of the pay scale.

Equal Pay vs Gender Pay Gap

Equal Pay refers to same pay for the same or similar work. Under the Equality Act it is illegal to pay people a different wage for the same job/comparable work because of gender.

Gender Pay measures the differences in earnings of men and women across the whole organisation. The Gender Pay can highlight where there may be barriers to women progressing to more senior or higher paid roles.

CLAAS UK operate an equal pay policy in regard to equal pay for equal work.

CLAAS UK (and linked dealerships) Gender Pay Gap Results

GENDER HOURLY PAY GAP



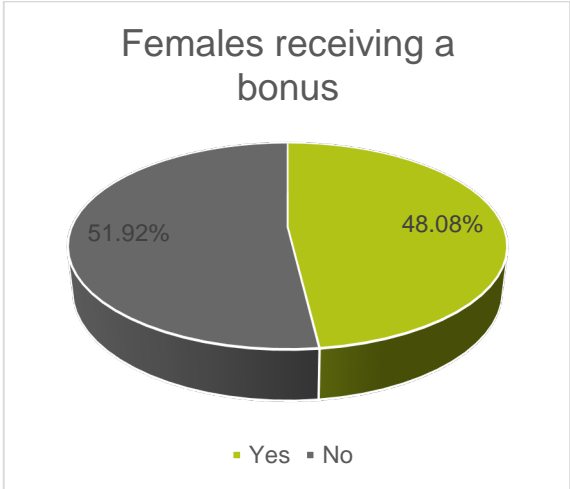
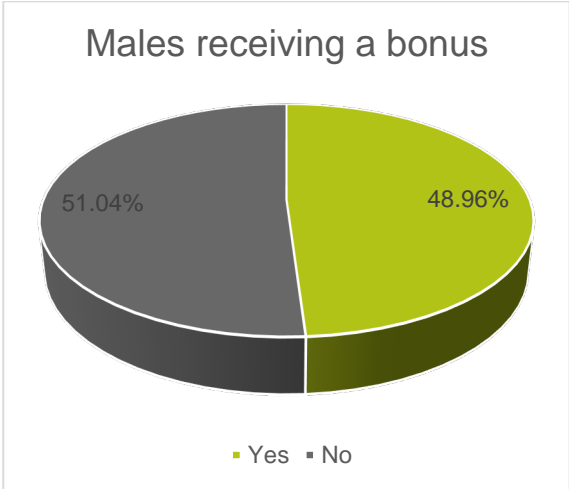
MEAN	MEDIAN
17.20% higher for men than women	21.88% higher for men than women

GENDER BONUS PAY GAP

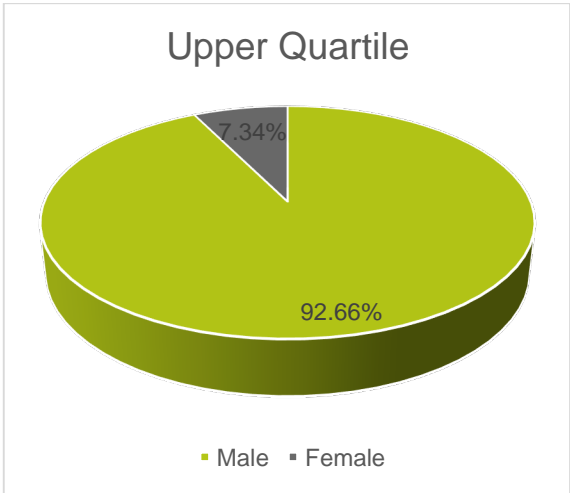
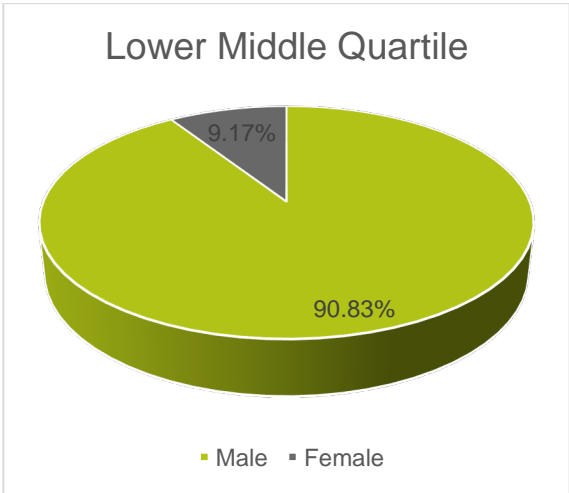
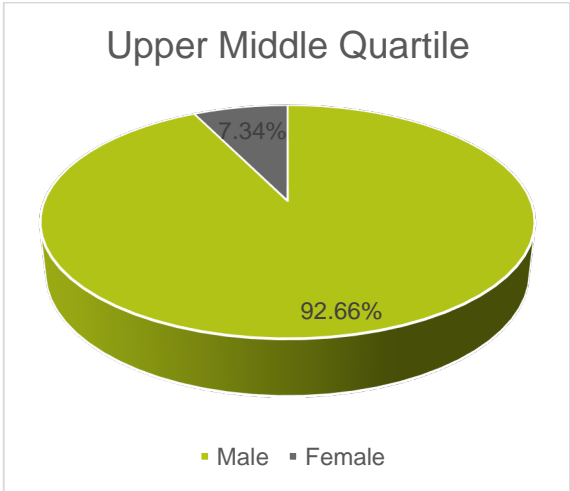
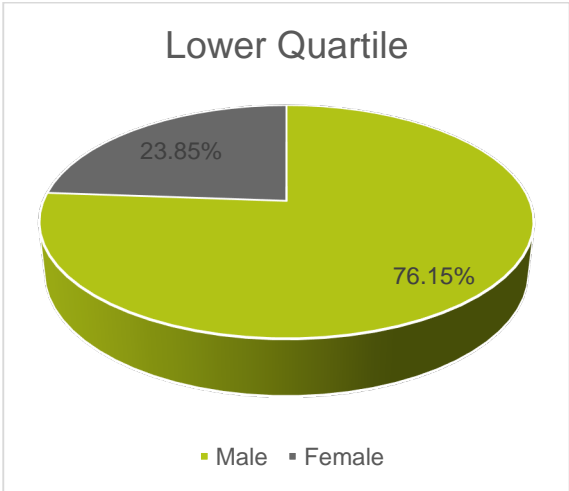


MEAN	MEDIAN
19.71% higher for men than women	20.64% higher for women than men

PROPORTION OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS



THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND



Understanding our gender pay gap data

Our population of employees consists of circa 11.93% female and 88.07% male. This statistic remains typical of the agricultural industry.

Our business is to sell and service agricultural machinery, with approximately a quarter of the workforce employed to sell service our machinery. This is traditionally an industry which is male dominant, and this will take time to change.

Pay

The mean (average) hourly pay for men is £18.67, compared to £15.46 for women, resulting in a mean gender pay gap of 17.20% in favour of men. The median hourly pay shows a similar pattern, with men earning £17.19 and women earning £13.43, giving a median gender pay gap of 21.88%.

When compared to the previous reporting period (2024), both the mean and median gender pay gaps have increased. In 2024, the mean gap was 10.85% and the median gap was 13.21%. This indicates a widening of the gender pay gap over the last year.

The primary driver of the gender pay gap within the business continues to be workforce composition. There is a greater proportion of men employed across the organisation, particularly within higher-level roles that are global in scope and/or command higher rates of pay. These positions typically attract higher salaries and are therefore more likely to influence both mean and median pay calculations.

In addition, career pathways into these roles often involve specialised experience and longer tenure.

It is important to emphasise that the gender pay gap is not the result of unequal pay for equal work. The business is confident that men and women are paid equally for doing equivalent roles. Furthermore, there are no barriers to female employees progressing into senior positions within the organisation.

The business remains committed to improving gender balance over time, particularly at senior levels, and continues to support development and progression opportunities for all employees.

Bonus

Company bonuses are awarded to both male and female permanent employees.

The proportion of men and women receiving a bonus during the reporting period is broadly equal. Of the 436 employees in scope, 48.96% of men and 48.08% of women received a bonus, demonstrating that access to bonus schemes is consistent across the business regardless of gender.

The mean (average) bonus paid to men was £7,986.91, compared to £6,412.72 for women, resulting in a mean gender bonus gap of 19.71% in favour of men. As with the overall gender pay gap, this difference is primarily driven by organisational structure. There are fewer women in upper pay quartile roles, where higher salaries are typically linked to larger bonus opportunities. In addition, the sales function—where bonus potential is generally greater—remains predominantly male within the agricultural automotive retail sector.

In contrast, the median bonus figures show that women received a higher typical bonus than men. The median bonus for women was £6,972.97, compared to £5,779.77 for men, creating a median gender bonus gap of -20.64% in favour of women. This reflects that, at the midpoint of the distribution, women's bonus outcomes compare favourably.

It is also important to note that bonus outcomes can vary depending on market conditions. As at 5 April 2025, men received lower bonus outcomes in some areas of the business, reflecting the trading conditions experienced within the sales market at that time. A further contributing factor is that as at 5 April 2025 we had employed more females in senior roles who attracted a higher bonus amount.

Finally, a higher proportion of part-time roles within the business are held by women. Bonus payments for part-time employees are typically pro-rated, and the gender pay gap methodology does not adjust for this. This can have the effect of reducing average bonus values for women and contributing to the mean bonus gap.

Our commitment

We are committed to employing the right person for the job regardless of gender, age, ethnicity, sexuality, disability and more. We have policies and procedures in place to support flexibility in the workplace.

We also provide the same opportunities for learning and development across all team members and pay additional compensation where appropriate for roles which hold health and safety responsibilities.

We are committed to improving gender balance across our workforce by attracting, retaining, and developing more female employees at all levels of the business. This includes promoting career opportunities within the agricultural automotive retail sector, strengthening early careers pathways, and ensuring our recruitment processes are inclusive and accessible.

We support our teams by providing benefits to support their health and general wellbeing and have invested in introducing mental health first aiders into the business.

Declaration

We confirm that the information and data reported is accurate as of the snapshot date 5th April 2025.



Trevor Tyrrell
Senior Vice President – Western Europe



Oliver Hölscher
CFO

