

GENDER PAY GAP REPORT

Report Overview

At Donaldson we advance Diversity, Equity & Inclusion through diverse learning experiences and equitable opportunities to sustain a globally inclusive culture where all employees are valued.

Diversity is not just a moral imperative; it is a strategic business priority. Operationalising DEI means aligning systems, developing people and embedding DEI into processes.

As required by UK legislation, this report has been produced in accordance with the Gender Pay Gap Reporting requirements which came into force on 6th April 2017. In line with the reporting guidelines, the figures shown below have been calculated based on the hourly rate of each individual employee as defined by the requirements outlined in this legislation.

In line with the requirements, we report both the mean and median pay gap.

What is the median pay gap?

The median pay gap is calculated by taking all employees and ranking them from the lowest earner to the highest. The person in the middle is the median, to calculate the median gender pay gap we take the difference between the hourly pay of the median man and the hourly pay of the median woman.

What is the mean pay gap?

The mean is calculated by adding the pay of all employees and dividing that figure by the number of employees, giving the average. The difference between the average pay of all man and the average

pay of all women gives the mean gender pay gap.

Both calculations are useful in order to understand the gap and what might be influencing this.

Within the UK Donaldson Filtration Solutions comprises of two legal entities, DFCL and DFGB. For the purpose of this report the gender pay gap will be shown per entity and as a whole for the UK

Donaldson Filter Components Limited

Median gender pay gap across all employees: 4.62%

Mean gender pay gap across all employees: 9.49%

UK average gender pay gap for 2025 is 12.8%

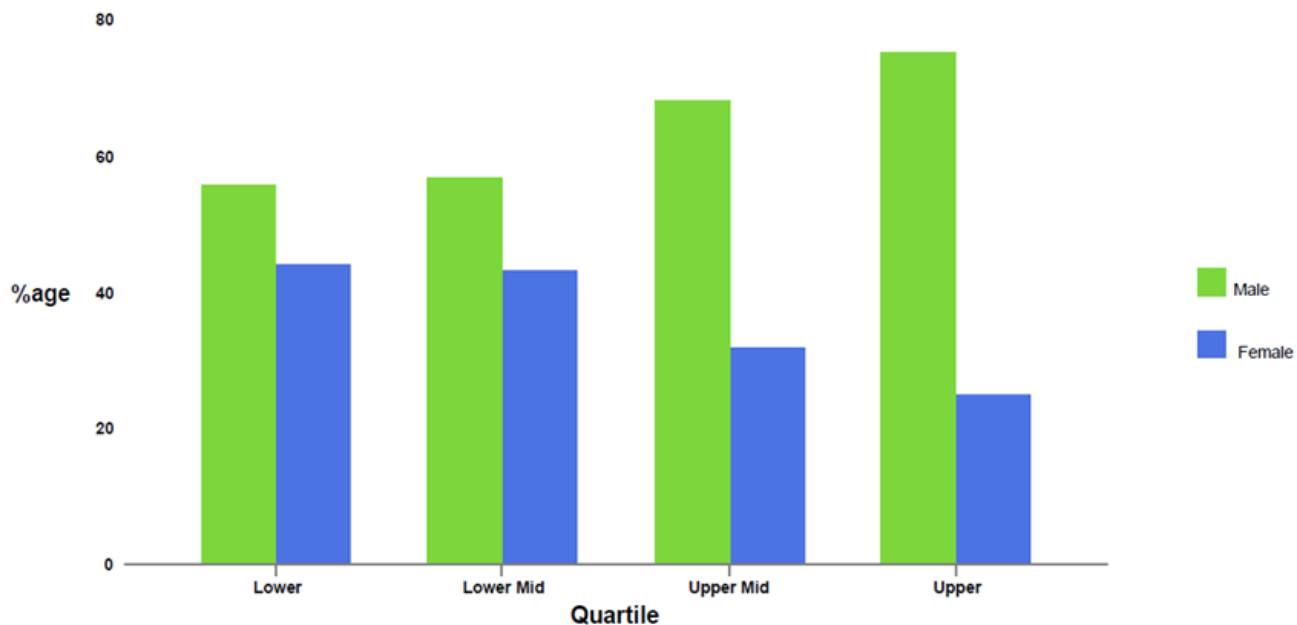
Pay quartiles across the workforce employed by Donaldson Filter Components Ltd

Donaldson Filter Components Limited operate within the engineering sector, employing a workforce made up of 36% female and 64% male. The information below indicates the proportion of males and females within each of the four quartiles.

Hourly Rate Quartiles

Gender	Lower (43)		Lower Middle (44)		Upper Middle (44)		Upper (44)	
Male	24	55.81%	25	56.82%	30	68.18%	33	75.00%
Female	19	44.19%	19	43.18%	14	31.82%	11	25.00%

Proportion of male and female employees per quartile



Within Donaldson Filter Components Ltd a grading structure and a job evaluation scheme is in place to ensure all roles are consistently assessed to determine the grade and resulting pay. We are confident that men and women are paid equally for doing equivalent jobs across the business.

Gender bonus gap results

100% of employees within Donaldson Filter Components Limited are eligible to join a company bonus scheme once completing the probationary period.

The chart below indicates the gender gap of bonus amounts paid to employees within Donaldson Filter Components Ltd. The gap derives from a higher number of males being employed in roles that attract variable bonus payments.

Bonus Gaps

	Male	Female	Percentage Difference
Mean	1,394.49	1,255.16	9.99%
Median	441.53	441.53	0.00%

Bonus Proportions

Number of Males receiving bonus:	107 / 112
Proportion of Males receiving bonus:	95.54%
Number of Females receiving bonus:	60 / 63
Proportion of Females receiving bonus:	95.24%

DFGB

The DFGB entity is made up of two locations based in Leicester and Poole

Median gender pay gap across all employees : -3.78%

Mean gender pay gap across all employees: 10.05 %

UK average gender pay gap for 2025 is 12.8%

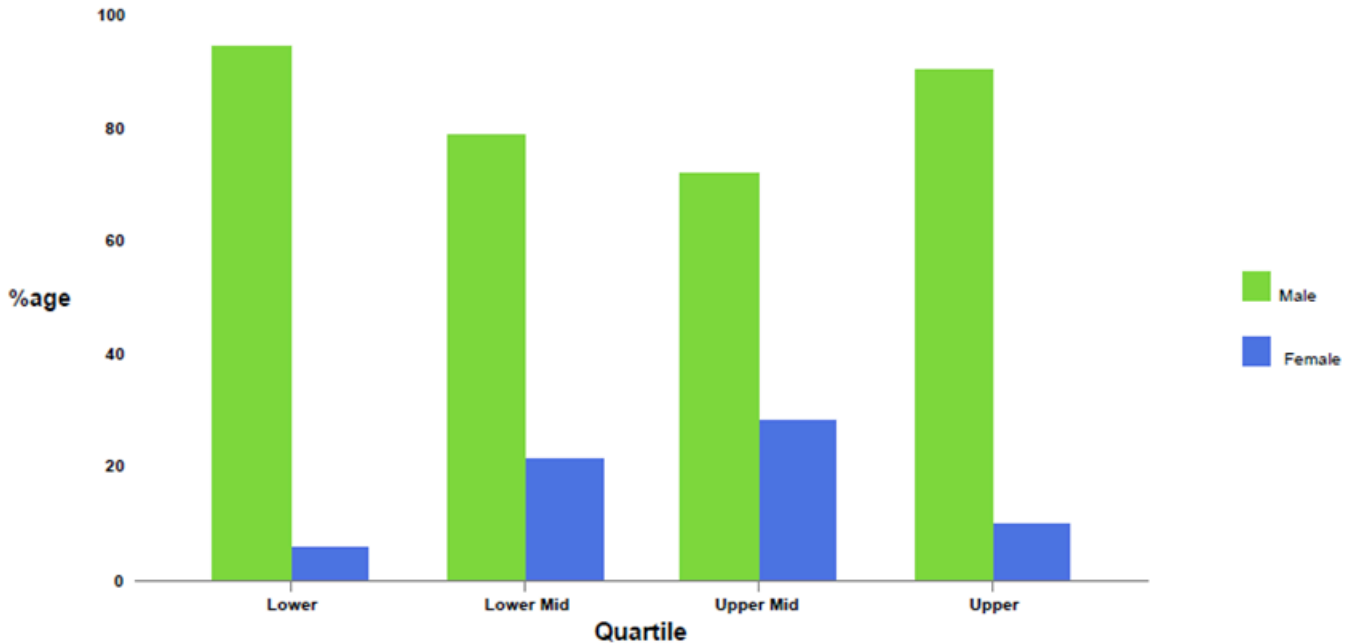
Pay quartiles across the workforce employed by Donaldson Filtration GB Ltd

Donaldson Filtration GB Limited operate within the manufacturing sector, employing a workforce made up of 16% female and 84% male. The information below indicated the proportion of males and females within each of the four quartiles.

Hourly Rate Quartiles

Gender	Lower (70)		Lower Middle (70)		Upper Middle (71)		Upper (71)	
Male	66	94.29%	55	78.57%	51	71.83%	64	90.14%
Female	4	5.71%	15	21.43%	20	28.17%	7	9.86%

Proportion of male and female employees per quartile



Within Donaldson Filtration (GB) Ltd a grading structure and a job evaluation scheme is in place to ensure all roles are consistently assessed to determine the grade and resulting pay. This scheme has also been rolled out in Donaldson Bofa Poole plant to ensure all positions and grades align with Donaldson values as above.

Gender bonus gap results

The chart below indicates the gender gap of bonus amounts paid to the employees within Donaldson Filtration (GB) Ltd.

The gap derives from a higher number of males being employed in roles that attract variable bonus payments

Bonus Gaps

	Male	Female	Percentage Difference
Mean	3,137.74	921.48	70.63%
Median	375.00	375.00	0.00%

Bonus Proportions

Number of Males receiving bonus:	178 / 237
Proportion of Males receiving bonus:	75.11%
Number of Females receiving bonus:	30 / 46
Proportion of Females receiving bonus:	65.22%

Donaldson UK

Median gender pay gap across all employees: 2.49%

Mean gender pay gap across all employees: 9.27%

UK average gender pay gap for 2025 is 12.8%

Within the UK we have undertaken initiatives to help address the pay gap which includes attending the WIME (Women in Manufacturing and Engineering) annual event and working with local schools and colleges to help promote careers within the engineering sector to females.

We firmly believe “It’s difficult to be what you cannot see”, and we are proud to work with other local business to help educate and improve the vision for young girls to allow them to access careers within technical and engineering disciplines.

Specifically, Donaldson now act as a Careers & Enterprise Advisor to a local school in the geographical area.

Donaldson will commit to monitor gender pay gap levels and confirm the data reported is accurate and has been produced fully in line with the guidelines and legislation. We will continue to foster a diverse and engaged culture where our employees feel they belong and can be their authentic selves.

Darcy DeVincke

CL Anderson

Darcy DeVincke

Claire Anderson

VP Global Human Resources

HR Manager UK