

UK Gender Pay Gap Report 2025

As of the Snapshot Date of 5 April 2025, Celeros Flow Technology, LLC, a corporation registered in the United States with legal subsidiaries and operations around the world (the “Company”), employed 478 people in the United Kingdom and 78 of these employees were women. The Company’s consolidated workforce in the UK is approximately sixteen percent (16%) women.

Under the UK Government’s Gender Pay Gap Regulations (the “Regulation”), companies that are registered in the UK are required to report the gender pay gap at each of their legal entities that have more than 250 employees as of the Snapshot Date. Six calculations are disclosed to demonstrate the size of the gender pay gap between men and women in the legal entities included within the Regulation:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each quartile pay band

Gender pay gap reporting shows the difference between the average (mean and median) earnings of men and women and is expressed as a percentage differential of men’s earnings. This is not the same as “equal pay” which is a measurement of the difference in compensation between men and women who carry out the same or similar jobs or work of equal value.

Our Legal Entities in the UK

Celeros Flow Technology UK Limited is a parent company for two separate legal entities registered in the UK: Power & Energy International Limited and Clyde Union Limited. Only one entity, Clyde Union Limited, had more than 250 employees as of the Snapshot Date and therefore subject to the Regulation. Celeros Flow Technology UK Limited is voluntarily reporting our statistics for both entities as part of our continued commitment to our gender diversity efforts.

Power & Energy International Limited and Clyde Union Limited participate in the manufacturing and engineering markets, industries that historically have low percentages of female employees. Power & Energy International Limited has a slightly higher percentage of women working in the upper half of the pay quartiles than the lower quartiles, while Clyde Union Limited has a slightly higher percentage of women working within the lower half of the pay quartiles than the higher quartiles. The majority, but not all, of the skilled manufacturing roles (e.g. machinists, fitters, and assemblers) are held by men, with a higher number of women in administrative and other operational roles.

Our Bonus Plans

During the 2025 fiscal year, all employees in the UK were eligible to participate in a performance-based bonus programme. In accordance with the Regulation, we have included

UK Gender Pay Gap Report 2025

all bonus payments made during the 12-month period prior to the Snapshot Date for the purpose of this report (the “Bonus Measurement Period”).

Power & Energy International Limited

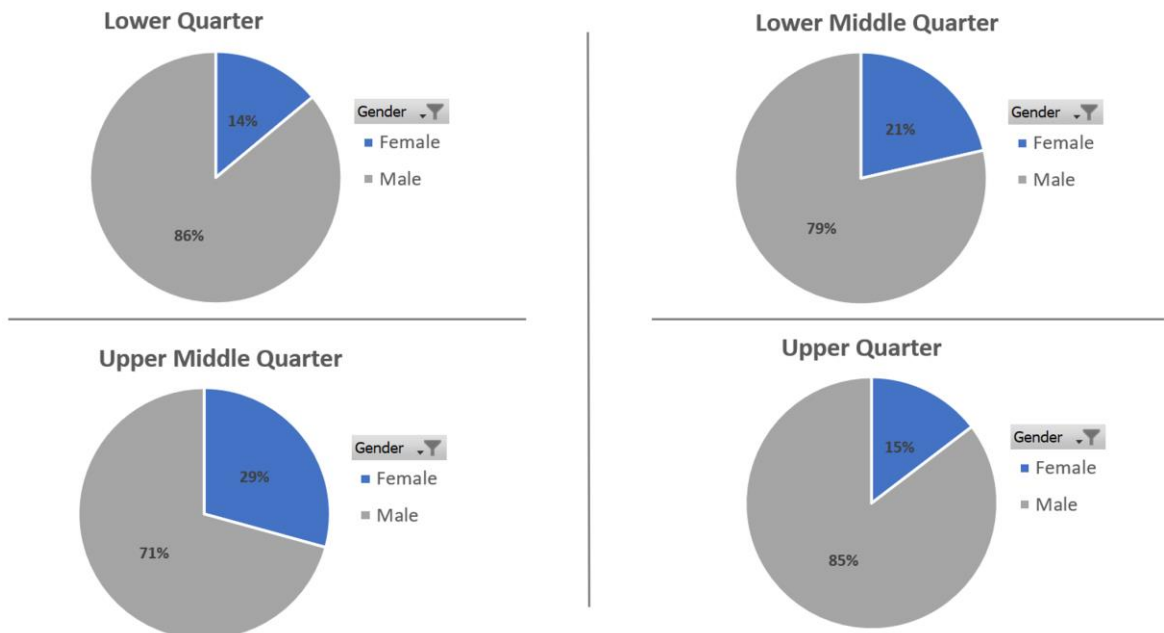
As of the Snapshot Date, Power & Energy International Limited had 167 employees, 33 of whom were women. This constitutes twenty percent (20%) of the workforce for that company.

During the Bonus Measurement Period, all employees of Power & Energy International Limited participated in performance-based bonus programmes. A significant number of employees received a bonus payment during this period. The 7.2% who did not receive a bonus payment did not have eligibility due to their joining date.

Pay and Bonus differential between men and women on the 5 th of April 2025		
	Mean	Median
Hourly Pay	1.55%	-7.72%
Bonus	-34.34%	-17.50%

Employees receiving a bonus payment (in the 12 months preceding 5 th of April 2025)	
Men	91.8%
Women	97.0%

Percentage of employees across pay quarters for Power & Energy International Limited employees:



UK Gender Pay Gap Report 2025

Clyde Union Limited

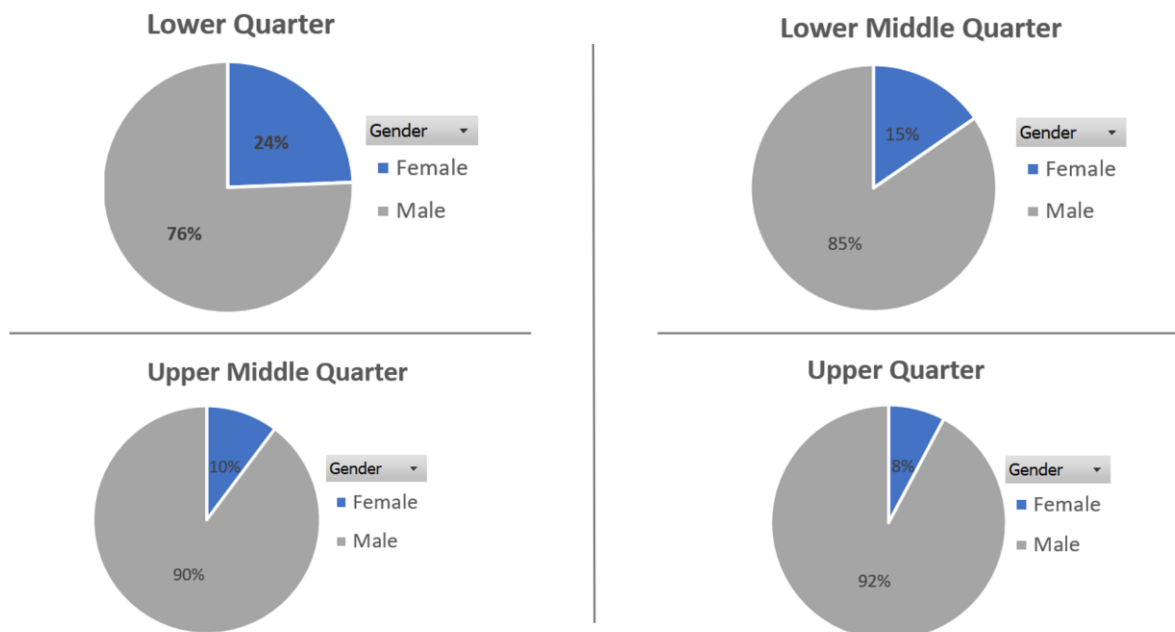
As of the Snapshot Date, Clyde Union Limited had 311 employees, 45 of whom were women. This constitutes fourteen percent (14%) of the workforce for that company.

During the Bonus Measurement Period, all employees of Clyde Union Limited participated in performance-based bonus programmes. A significant number of employees received a bonus payment during this period. The 6.4% who did not receive a bonus payment did not have eligibility due to their joining date.

Pay and Bonus differential between men and women on the 5 th of April 2025		
	Mean	Median
Hourly Pay	17.0%	16.9%
Bonus	42.3%	-13.6%

Employees receiving a bonus payment (in the 12 months preceding 5 th of April 2025)	
Men	94.4%
Women	88.8%

Percentage of employees across pay quarters for Clyde Union Limited employees:



UK Gender Pay Gap Report 2025

Our Commitment

Celeros Flow Technology is committed to increasing the opportunities for women to join our organization. We strive to include at least one diverse candidate for review with each job opening and are working with strategic partners, both internally and externally to encourage applications from women.

Where apprenticeship programmes are in place, we have encouraged applications from women. We are committed to building a robust network of diverse apprentices across all functions and disciplines within the business.

Celeros Flow Technology remains committed to creating a high performance, inclusive workplace that engages employees and creates rewarding career paths for all. We are committed to developing internal support structures, such as our Women's Network, Mentorship Program, and encouraging internal and external applications from women to increase the proportion of women in senior professional and managerial positions.

I can confirm that the data contained in this report is accurate and calculated in accordance with the legislative requirements for the Snapshot Date of 5th April 2025.



Adam Brainard
VP, Human Resources