PPG Industries UK Ltd is a legal entity of PPG. PPG operates across 75 countries and has over 141 years in paints, coatings and specialty products. Within PPG Industries UK, we employ approximately 1100 people across multiple sites including 2 manufacturing units.

The data shown is based on the pay position as of 5th April 2025 and the bonus payments made to employees within the 12 months ending 5th April 2026.

At PPG we believe in creating a diverse and gender balanced workforce that reflects the customers and communities we serve and ensures our people can be their best authentic selves at work. We believe that inclusion and diversity are key to creating a balanced work environment where everyone feels involved and able to have a voice. We will continue to elevate and celebrate underrepresented communities while combating intolerance in all forms, both inside and outside of our workplaces. We do so with a spirit of humility, authenticity and vulnerability. We may not always get it right, but we aim to do better today than yesterday – every day.

We have worked hard to address any gender pay gap and the lack of female representation in leadership roles. We are committed to ensuring everyone has the same opportunities irrespective of gender, race or culture and in many of our job roles we operate set rates of pay and this helps ensure that pay rates do not vary between genders.

Reported Data

Hourly Pay Gap: Women's median hourly pay difference is 3.67% lower than men's

The Percentage of women in each pay quarter: Women occupy 20.11% of the highest paid jobs and 40.54% of the lowest paid jobs

Bonus Pay Gap: Women's mean bonus pay is 22.53% lower than men's

Who Received Bonus Pay: 93.72% of Women; 95.35% of men

How we are making a difference:

The senior leadership is committed to improving the pay gap. Initiatives in place include:

- Introduced gender targets to focus our attention on increasing representation of females in our business.
- Positive action in recruitment; ensuring 50% of shortlisted candidates are female for all non-frontline roles;
- Achieved meaningful improvement in inclusion in our most recent Employee Voice Survey. Specifically, employees indicated substantial improvement in our commitment to building the strengths of each employee.
- Continuing to build on the success of the internal mentoring programme through the Woman's Leadership Network;

- Making sure that every policy, procedure and line manager guidance encourages inclusive ways of working and reinforces the PPG Way.
- Making permanent the global flexible & hybrid working arrangements.
- Supporting 12 Employee Resource Networks (ERNs) - ERN's provide employees a greater voice and more pathways, making DE&I a more integral part of how we do business at PPG.

In addition to the above, globally we have commit to the following initiatives:

1. We will leverage fact-based/data-driven strategies, initiatives and decision- making to better understand demographic and culture opportunities across our workforce.
2. We will continue to listen. PPG leaders and external experts have been conducting listening sessions to help shape our DE&I strategy and agenda, and these will continue.
3. We will ensure appropriate and best in class processes, programs and practices to ensure alignment with to promote inclusion, representation, equity and justice for all employees.