

April 2026

UK Gender Pay Gap Report

Reporting year: 2026

Snapshot date: 5 April 2025

Legal entity: Novanta Technologies UK Limited

A Message from Our UK Leadership

At Novanta Technologies UK Limited (Novanta UK), we are committed to creating a workplace where fairness, inclusion, and opportunity are embedded in how we operate. Our people are central to our success, and we believe that a diverse and inclusive workforce strengthens our ability to innovate, collaborate, and deliver for our customers.

This is Novanta UK's first Gender Pay Gap Report and is published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It provides transparency on gender pay and bonus outcomes across our UK workforce and supports our ongoing commitment to responsible pay practices and inclusion.

We recognise that a gender pay gap, even where driven by representation, highlights the importance of continued focus on attracting, developing, and retaining diverse talent—particularly into technical, specialist, and leadership roles. While progress takes time, we remain committed to taking meaningful actions that support long-term improvement.

Our focus includes:

- Promoting inclusive hiring and development practices
- Supporting career progression and internal mobility
- Ensuring robust governance of pay and reward decisions
- Creating an environment where all employees can contribute and succeed

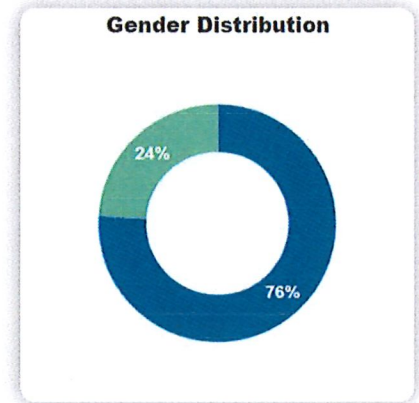
We recognise that progress requires sustained focus and disciplined execution. Looking ahead, our efforts will continue to align with Novanta's broader talent strategy, with an emphasis on strengthening representation through thoughtful workforce planning, inclusive talent practices, and ongoing review of pay and reward outcomes. We remain committed to monitoring our progress over time and taking proportionate, evidence-based actions that support fairness, inclusion, and long-term improvement across Novanta's UK organisation.

Workforce Snapshot

This report is based on a snapshot date of 5 April 2025, in line with UK statutory requirements for private-sector employers.

The pay data of **256** (**194** men and **62** women) Novanta UK employees was analysed as of 5 April 2025, including all UK full- and part-time employees. Women represented **24%** of the **256** UK employees in Novanta UK on 5 April 2025. The data does not include freelancers or other staff not on the Novanta UK payroll. Anyone not receiving full pay on 5 April 2025 was excluded from the hourly pay calculations.

These figures form the population used for the gender pay gap calculations set out in this report, scope of employees included.



Our Results

The UK Gender Pay Gap regulations require employers to report six key metrics, covering hourly pay, bonus pay, bonus participation, and pay distribution.

The table below shows our overall mean and median gender pay and bonus gap based on hourly rates of pay as of 5 April 2025, and bonuses paid between 6 April 2024 to 5 April 2025.

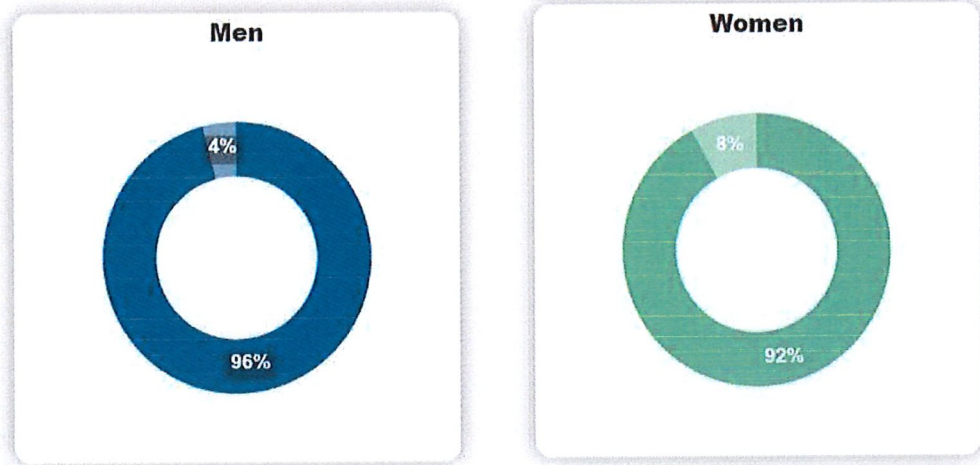
% of Hourly Pay and Bonus Gap:

In 2025, we have a mean gender pay gap of 17.9% and a median gender pay gap of 12.3%.

Metric	Mean	Median
Hourly Pay Gap	17.9%	12.3%
Bonus Pay Gap	33.3%	18.0%

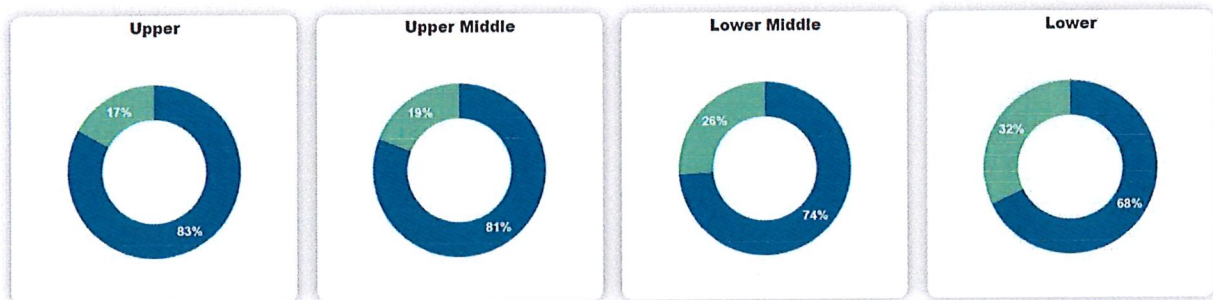
% of Men and Women Receiving Bonus:

96% of men and 92% of women received bonus between 6 April 2024 to 5 April 2025.



% of Men and Women in Each Hourly Pay Quartile:

The pay quartiles show the percentage of men and women in each pay quartile, as an aggregate, across Novanta UK.



Understanding Our Results

Our gender pay gap outcomes are primarily influenced by workforce composition and representation across different roles and levels within the organisation. As is common within advanced technology and engineering-led businesses, a higher proportion of senior technical and leadership roles within our UK workforce are currently held by men.

This is reflected in the pay quartile distribution, with higher representation of men in the top and upper-middle quartiles. These structural factors contribute to the hourly and bonus pay gaps reported.

Where we are headed

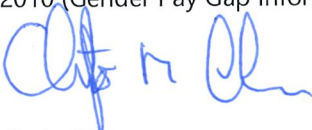
We recognise that improving gender representation and balance across all levels of the organisation requires sustained focus over time. Our actions are aligned with Novanta's broader talent strategy and include:

- Continuing to promote inclusive hiring and development practices
- Supporting career progression, learning, and internal mobility
- Maintaining strong governance over pay and reward decisions
- Fostering an inclusive culture where all employees can contribute and succeed

We will continue to review our gender pay gap outcomes year-on-year and take proportionate, evidence-based actions that support fairness, inclusion, and long-term improvement across our UK organisation.

Declaration

I confirm that the information contained in this report is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Chris Glennon

Group Financial Controller

3 April 2026