

Applied Nutrition plc – Gender Pay Gap Report 2026

Introduction

The gender pay gap is the difference between the average pay of men and women in an organisation. Any employer with 250 or more employees as at the ‘snapshot date’ each year must report their gender pay gap data. The snapshot date is 5 April for non-public authority employers. For non-public authority employers, their Gender Pay Gap report must be published before 4 April of the following year.

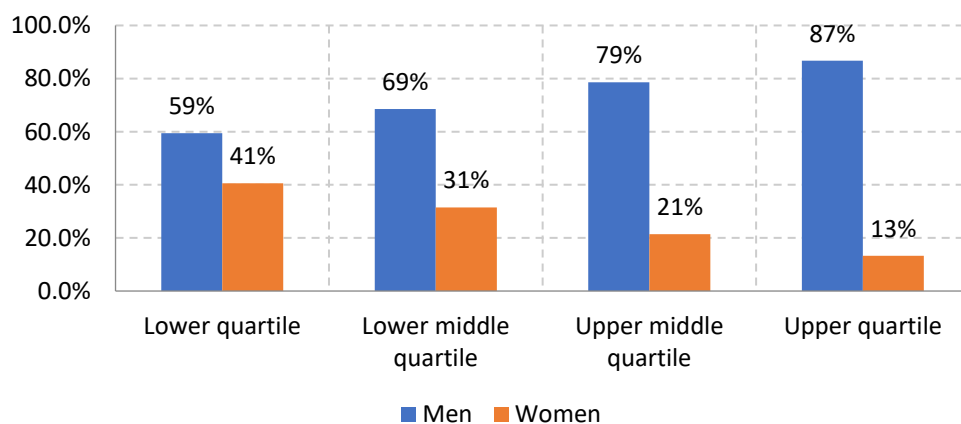
Applied Nutrition plc (“Applied Nutrition” or “we”) prides itself on being an inclusive business and understands the importance of the gender pay gap reporting and ensuring it addresses the key concerns. We continue to actively manage talent across the Group to help ensure a fair and equal approach to progression.

Data

Mean hourly pay gap	0.1%
Median hourly pay gap	9.1%
Mean bonus gap	89.5%
Median bonus gap	0.0%
% of men receiving bonus	78.7%
% of women receiving bonus	78.7%

The unusual difference between mean and median bonus gap is explained by the fact there are a small number of higher bonus earners (such as Executive Directors) – these are all male but a small number in total. However, the median is affected by the fact almost all staff got a £250 bonus in December 2025 for Christmas and therefore the median is equal.

Pay quartile distribution



Declaration

I can confirm the Gender Pay Gap data contained in this report is accurate and in line with regulatory requirements under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Joe Pollard
Chief Financial Officer
Applied Nutrition plc