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Allegheny Technologies International (ATI) is a global manufacturer of technically advanced specialty materials and complex components. We compete by serving customers in strategic markets like aerospace, defense and energy, and diversified applications like medical and electronics.

At ATI, teamwork and respect for others is one of our core values. We know that our long-term success is made better thanks to the varied views, capabilities and experiences of our team. To attract and retain the best and brightest employees, we embrace diversity and inclusion and strive to expand the composition of our employee population. Our employees help to drive our culture of providing a workplace where employees are treated with dignity and respect, free of discrimination.

As our 2020 report shows, we're close to equal in pay and bonus for our UK-based employees. We're committed to rewarding our team equitably, and one of our key areas of focus continues to be the advancement of our female employees into the higher-pay quartiles of the business. We acknowledge the importance of using this data to review our performance and identify any opportunities for improvement.

We confirm the information contained in this report is accurate and complies with current Gender Pay Gap legislative requirements. For the purpose of this report, the data relates to ATI's United Kingdom operations (265 employees).

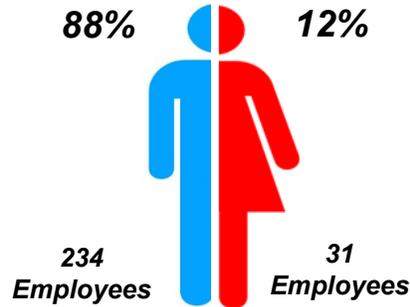
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ATI

ATI United Kingdom 2020 Gender Pay Gap Report

ATI UK Population: 265 Employees

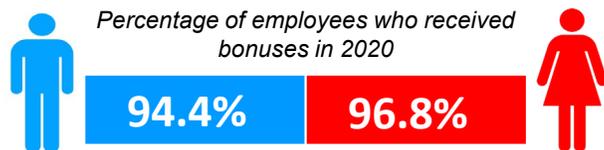


Hourly & Bonus Compensation

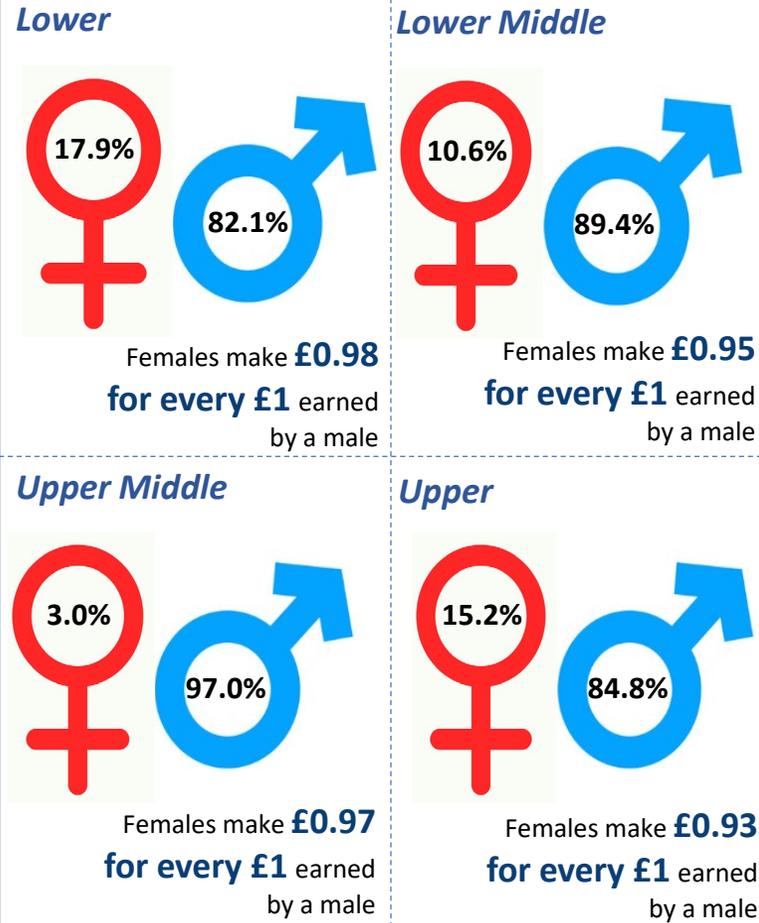
On average, our male employees earn slightly more per hour (5.8%) and receive slightly higher bonuses (6.7%) than our female employees.

	Mean	Median
Hourly Earnings	5.8%	15.4%
Bonus	6.7%	2.3%

Positive percentage: female employees earn lower than male employees
Negative percentage: male employees earn lower than female employees



Proportions in each Pay Quartile



While there is evidence of a gender pay gap, our data illustrates that we might not be that far off, but one of the keys to further reducing the gap continues to be to the advancement of our female employees into the higher pay quartiles of the business.



Explaining our gap

- **More male than female in positions.**

Our UK Operations is predominately male (88%) which significantly impacts our gender pay gap report. Our numbers continue to be impacted by too few females within our higher-level roles, and with 61% of our females in the lower quartiles.

- **For decades our industry has employed significantly more males than females.**

The manufacturing industry has predominately been a male dominated workforce that requires a large number of employees to work shifts. Circa 57.7% of our employees work set shift patterns, 98.7% of these are male and whilst there is no job specific reason for male dominance in these traditional manufacturing roles, which offer little flexibility, it still continues to be a challenge to attract females.

- **Low levels of turnover and long fulfilling careers**

43.8% of our employees have stayed with us for more than 10+ years for long fulfilling careers, which is something we are very proud of, but low levels of turnover means change will take time.