

3 April 2025

Gender Pay Gap Report Statement

Our Gender Pay Gap information published is accurate and is completed in accordance with Gender Pay Gap Reporting requirement.

| | 2024 |
|------------------------------|------|
| Headcount | 1943 |
| Female | 17% |
| Male | 83% |
| Mean Gender Pay Gap | 8% |
| Median Gender Pay Gap | 9% |
| Mean Bonus Gap | 37% |
| Median Bonus Gap | 40% |
| Proportions - Bonus | |
| Female | 35% |
| Male | 17% |

Our quartile distribution is below.

| | Male | Female |
|--------------|------|--------|
| 1st Quartile | 78% | 22% |
| 2nd Quartile | 81% | 19% |
| 3rd Quartile | 88% | 12% |
| 4th Quartile | 86% | 14% |

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