

### Gender Pay Gap Reporting 2022

|                       |     |       |
|-----------------------|-----|-------|
| Male Employees        | No. | 174   |
| Female Employees      | No. | 78    |
| Total Employees       | No. | 252   |
| Mean Gender Pay Gap   | %   | 11.59 |
| Median Gender Pay Gap | %   | -0.23 |

|                                   |   |       |
|-----------------------------------|---|-------|
| Proportion Male Receiving Bonus   | % | 78.00 |
| Proportion Female Receiving Bonus | % | 73.00 |
| Mean Bonus Gender Pay Gap         | % | 45.84 |
| Median Bonus Gender Pay Gap       | % | 45.36 |

|              |       |     |         |
|--------------|-------|-----|---------|
| 1st Quartile | M     | 48  | 76.19%  |
|              | F     | 15  | 23.81%  |
|              | Total | 63  | 100.00% |
| 2nd Quartile | M     | 41  | 65.08%  |
|              | F     | 22  | 34.92%  |
|              | Total | 63  | 100.00% |
| 3rd Quartile | M     | 35  | 55.56%  |
|              | F     | 28  | 44.44%  |
|              | Total | 63  | 100.00% |
| 4th Quartile | M     | 50  | 79.37%  |
|              | F     | 13  | 20.63%  |
|              | Total | 63  | 100.00% |
| Total        | M     | 174 | 69.05%  |
|              | F     | 78  | 30.95%  |
|              | Total | 252 | 100.00% |