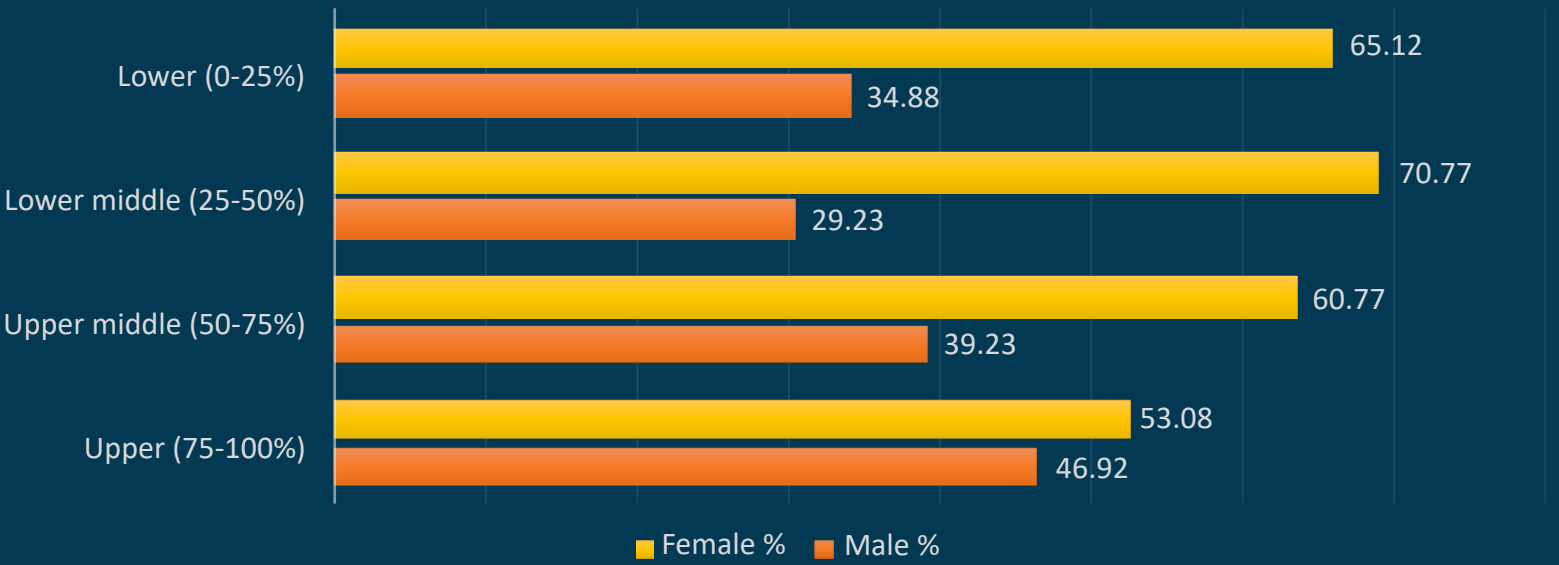


% men / women in each pay quartile



Relevant colleagues

565

Men 197 / Women 368

Regulations require colleagues to be identified as male or female for reporting purposes. As an inclusive employer, we actively support colleagues of all gender identities

% men / women receiving a bonus



50.25%



54.62%

Pay and bonus differences between men & women

	Mean	Median
Pay Gap	17.23%	13.57%
Bonus Gap	53%	41.01%

Statement

We confirm that the information and data provided is accurate and in line with mandatory requirements.

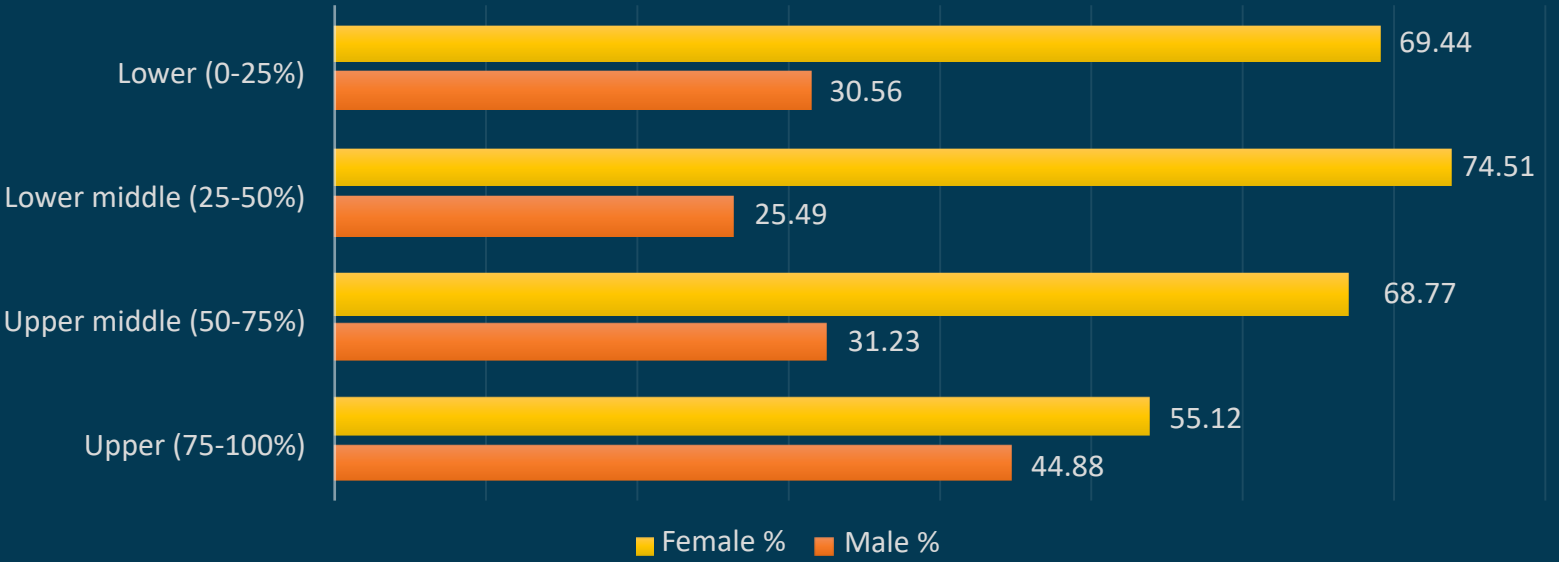


David Grossman,
Chief Executive



Suzanne Easby,
Chief People Officer

% men / women in each pay quartile



Relevant colleagues

1,117

Men 342 / Women 775

Regulations require colleagues to be identified as male or female for reporting purposes. As an inclusive employer, we actively support colleagues of all gender identities

% men / women receiving a bonus



Pay and bonus differences between men & women

	Mean	Median
Pay Gap	21.69%	14.57%
Bonus Gap	54.29%	42.28%

Statement

We confirm that the information and data provided is accurate and in line with mandatory requirements.

David Grossman,
Chief Executive

Suzanne Easby,
Chief People Officer