

Gender Pay Gap Report

Snapshot date of 5th April 2025

This report relates to the UK operations of Tracsis plc. While each UK entities employs fewer than 250 people and therefore falls outside the statutory gender pay reporting requirements, Tracsis have elected to publish this report voluntarily. This reflects a commitment to openness and to monitor progress in promoting gender balance across the organisation.

Tracsis is committed to creating a culture that is diverse and inclusive, with a workforce that is representative of all sections of society, and where employees feel respected and able to give their best. The information below, sets out gender pay data for the business, with the snapshot date of 5 April 2025.

Under the methodology set out in the regulations, Tracsis' median gender pay gap is 14% and its mean gender pay gap is 13%. The mean gender bonus gap is 66% and its median gender bonus gap is 49%. The percentage of staff receiving a bonus was 13% of men and 12% of women.

Year-on-year progress is evident in the median and mean gender pay gaps, as well as in the mean gender bonus gap. The median gender bonus gap has risen compared with the previous year. The difference in the proportion of men and women receiving a bonus is 1%, representing an improvement from 2% in the prior year.

The gender population by pay quartile is as follows:

	Female	Male
Upper	26%	74%
Upper Middle	27%	73%
Lower Middle	30%	70%
Lower	34%	66%

The number of women in the upper quartile has increased, and the number of women in the lower quartile has decreased when compared with prior year.

Tracsis' gender pay gap reflects that there are more men than women in senior roles. The Group's PLC Board of Directors includes two women, representing one third of the overall Board. Tracsis is committed to the principle of equal pay for equal work and regularly reviews pay practices to ensure fairness and consistency across comparable roles.

Tracsis continues to review pay, benefits, recruitment, training, policies, engagement and wellbeing processes and initiatives to look at ways to address the gender balance.

Gender Pay Gap reporting ready to submit before 4 April 2025 for the previous financial year with the snapshot date of 5 April 2025
 The data source for 5 April 2025 is anyone who was paid on tax month 12 - 24/25
 Including bonuses which were paid in the 12 months up to 5 April 2025
 BASE SALARY INFORMATION TAKEN FROM PAYROLL REC SHEETS 31ST MARCH 2025

2025		
By Quartile:	Female	Male
Upper	26%	74%
Upper Middle	27%	73%
Lower Middle	30%	70%
Lower	34%	66%
Median Gender Pay		
	14%	
Mean Gender Pay		
	13%	
Mean Gender Bonus		
	66%	
Median Gender Bonus		
	49%	
Percentage of staff receiving a bonus		
Female	12%	
Male	13%	

Previous year	2024	
By Quartile:	Female	Male
Upper	16%	84%
Upper Middle	26%	74%
Lower Middle	37%	63%
Lower	37%	63%
Median Gender Pay		
	21%	
Mean Gender Pay		
	25%	
Mean Gender Bonus		
	83%	
Median Gender Bonus		
	23%	
Percentage of staff receiving a bonus		
Female	35%	
Male	33%	

This report was approved by the Remuneration Committee of Tracsis.

Name: Claire Jones
 Chief People Officer

Date: 19 March 2026