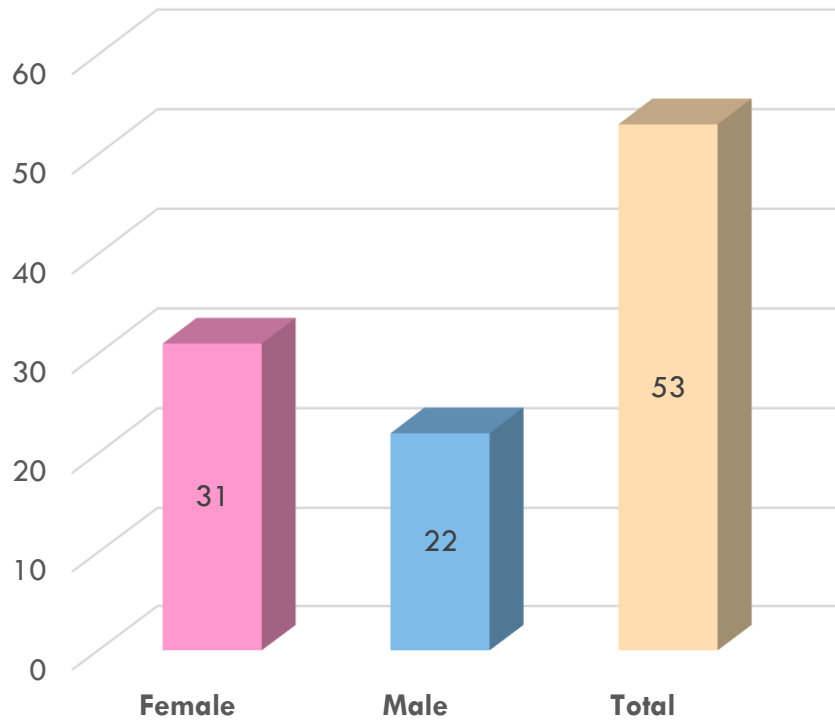




GENDER PAY GAP REPORT 2025

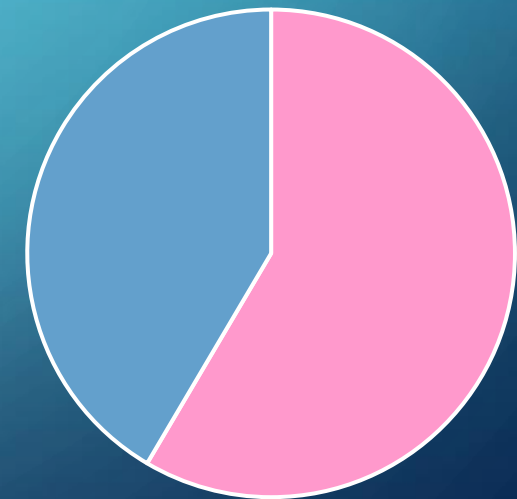
- Snapshot Date
27 June 2025
- Reporting Period:
 - June 26th 2024 to June 27th 2025
- Reporting Date:
 - 14th November 2025

Number of Employees



GENDER BREAKDOWN

- Female Gender % 58%
- Male Gender % 42%



■ Female Gender ■ Male Gender

BONUS & BENEFIT IN KIND

% OF MALE & FEMALE EMPLOYEES WHO RECEIVED BONUSES & BENEFIT IN KIND

BONUS

The proportion of relevant employees** of the male gender who were paid bonus remuneration = 13.6%

The proportion of relevant employees** of the female gender who were paid bonus remuneration = 3%

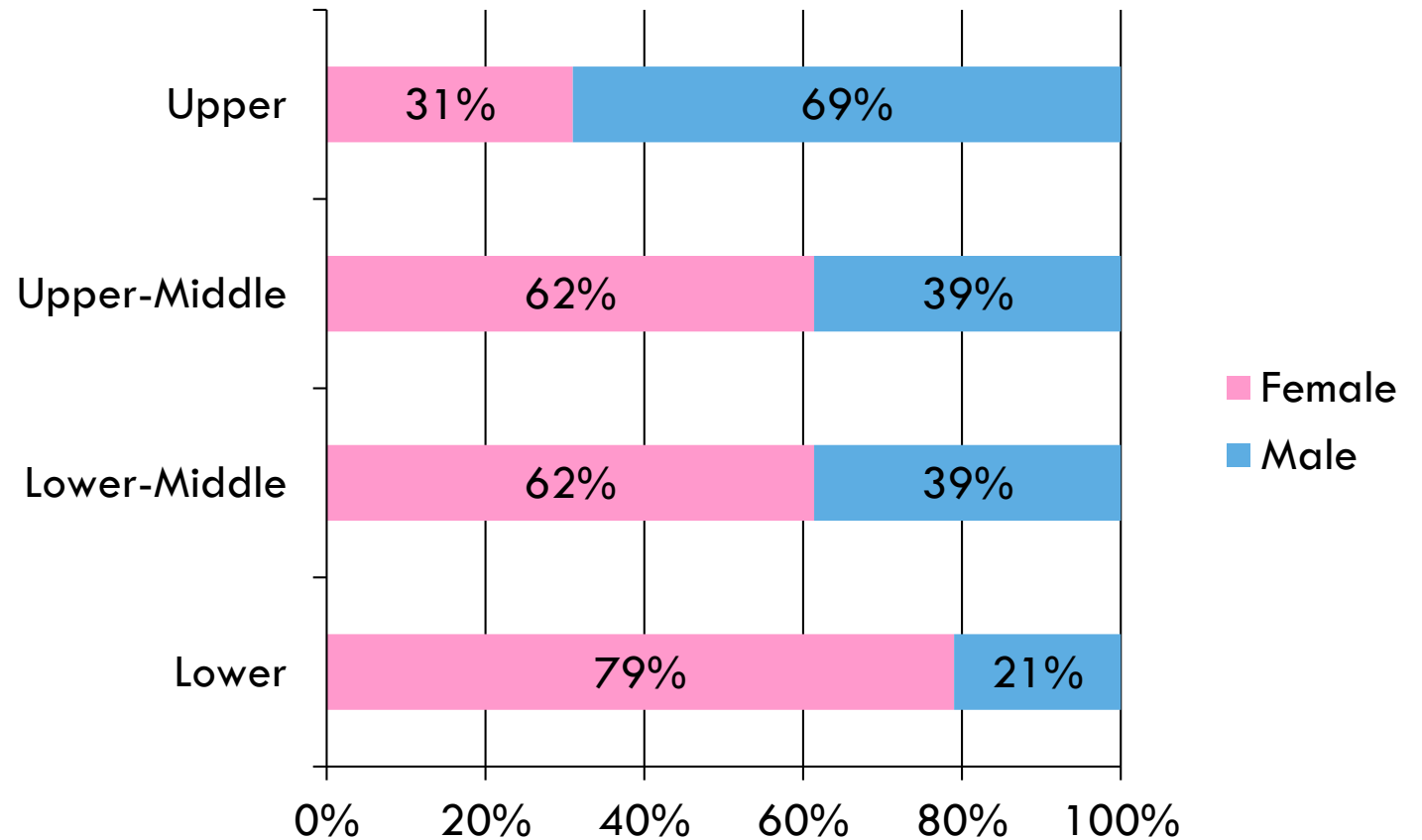
Total number of males in workforce
22

Total number of females in workforce 31

** relevant employees of male or female gender are those who are in management positions, i.e. Heads of Department or Senior Managers.

- Note: The first quartile includes 14 employees, and each subsequent quartile includes 13 employees, giving a total workforce of 53 employees.

Gender Distribution by Pay Quartile



The difference between the mean hourly remuneration of all relevant employees of male gender in comparison to all relevant employees of female gender.

All Employees	Part Time Employees	Employees receiving a bonus
Mean	Mean	Mean Bonus Gap (95.6%)
Male 20.38	Male 18.13	
Female 14.46	Female 13.37	
Difference 29%	Difference 26%	
Median	Median	Median Bonus Gap (95.6%)
Male 14.93	Male 13.58	
Female 13.60	Female 13.54	
Difference 8.9%	Difference 0.3%	