

Our Mean and Median Gender Pay Gap			Percentage of Men and Women who received Bonus Pay																				
<div>8.3%</div> <div>Mean Gender Pay Gap using Hourly Pay</div> <div>2.0%</div> <div>Median Gender Pay Gap using Hourly Pay</div>			<div>22.0%</div> <div>Men</div> <div>28.0%</div> <div>Women</div>																				
Percentage of Men and Women in each Hourly Pay Quartile			Mean and Median Gender Pay Gap using Bonus Pay																				
<table><tr><td></td><td colspan="2">2025</td></tr><tr><td>Quartile</td><td>Female</td><td>Male</td></tr><tr><td>Upper Pay Quartile</td><td>42%</td><td>58%</td></tr><tr><td>Upper Middle Pay Quartile</td><td>45%</td><td>55%</td></tr><tr><td>Lower Middle Pay Quartile</td><td>51%</td><td>49%</td></tr><tr><td>Lower Pay Quartile</td><td>57%</td><td>43%</td></tr></table>				2025		Quartile	Female	Male	Upper Pay Quartile	42%	58%	Upper Middle Pay Quartile	45%	55%	Lower Middle Pay Quartile	51%	49%	Lower Pay Quartile	57%	43%	<div>60.4%</div> <div>Mean Gender Pay Gap using Bonus Pay</div> <div>55.1%</div> <div>Median Gender Pay Gap using Bonus Pay</div>		
	2025																						
Quartile	Female	Male																					
Upper Pay Quartile	42%	58%																					
Upper Middle Pay Quartile	45%	55%																					
Lower Middle Pay Quartile	51%	49%																					
Lower Pay Quartile	57%	43%																					



David McDowall
CEO, Stonegate Group