

Our Mean and Median Gender Pay Gap	Percentage of Men and Women who received Bonus Pay																		
8.3% Mean Gender Pay Gap using Hourly Pay	22.0% Men																		
2.0% Median Gender Pay Gap using Hourly Pay	28.0% Women																		
Percentage of Men and Women in each Hourly Pay Quartile	Mean and Median Gender Pay Gap using Bonus Pay																		
<table border="1"> <thead> <tr> <th>Quartile</th><th colspan="2">2025</th></tr> <tr> <th></th><th>Female</th><th>Male</th></tr> </thead> <tbody> <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> </tbody> </table>	Quartile	2025			Female	Male	Upper Pay Quartile	42%	58%	Upper Middle Pay Quartile	45%	55%	Lower Middle Pay Quartile	51%	49%	Lower Pay Quartile	57%	43%	60.4% Mean Gender Pay Gap using Bonus Pay
Quartile	2025																		
	Female	Male																	
Upper Pay Quartile	42%	58%																	
Upper Middle Pay Quartile	45%	55%																	
Lower Middle Pay Quartile	51%	49%																	
Lower Pay Quartile	57%	43%																	
	55.1% Median Gender Pay Gap using Bonus Pay																		



David McDowall
CEO, Stonegate Group