

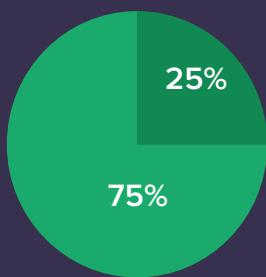


Gender Pay Gap Report 2024

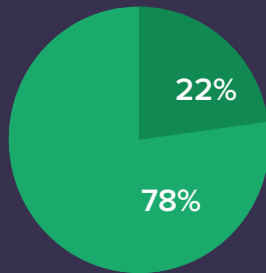
Difference in hourly rate

Women's mean hourly rate is 12% lower than men's.

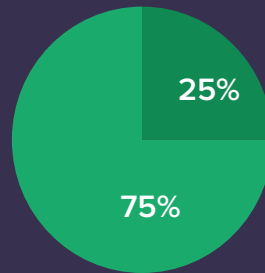
Women's median hourly rate is 4% lower than men's.



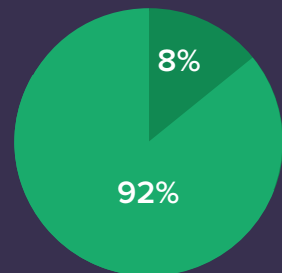
Lower Quartile



Lower-Middle Quartile



Upper-Middle Quartile



Upper Quartile

● Female ● Male

0% of women and 0% of men received a bonus.

I confirm the data reported above is accurate.

Daniel O'Toole

CEO

1st April 2025