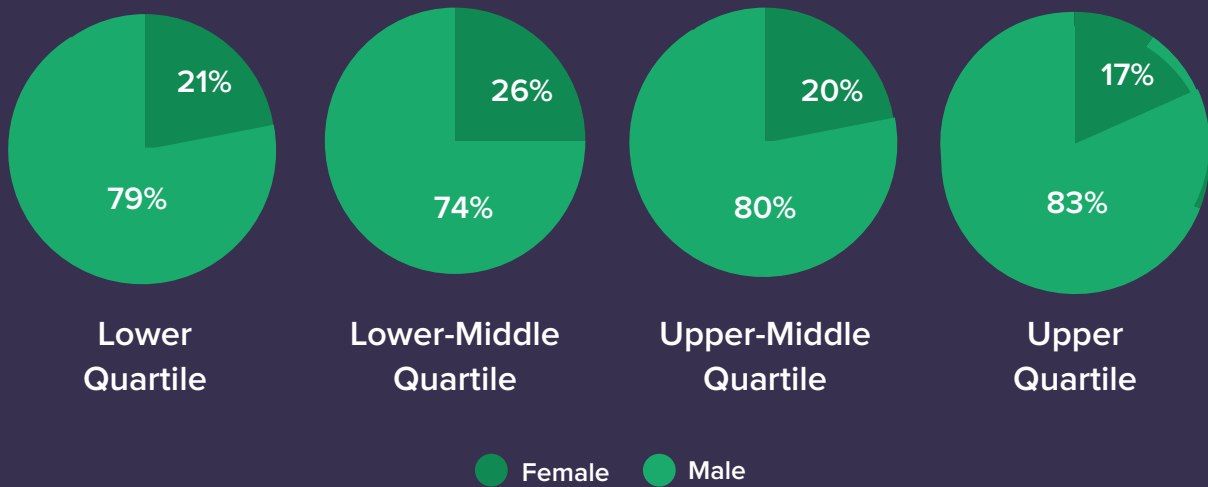




Gender Pay Gap Report 2025

Difference in hourly rate

Women's mean hourly rate is 4.9% lower than men's.
Women's median hourly rate is 3.6% lower than men's.



Bonus pay

14% of women and 13% of men received a bonus.
Women's mean bonus pay is 0% lower than men's.
Women's median bonus pay is 0% lower than men's.

I confirm the data reported above is accurate.

Daniel O'Toole
CEO
1st April 2026