

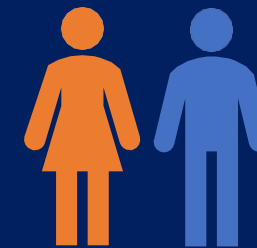
Gigaclear's Gender Pay Gap Report 2025

We are pleased to see a 4th consecutive year of improvement in the Mean and Median GPG along with significant improvements in the Bonus gap between our male and females and equal eligibility for bonus.

Our 2025 target was to improve the % of females in our Upper salary quartile, we have achieved this across the Upper and Upper Middle quartiles, getting closer to achieving an even distribution of females across all quartiles.

Balanced shortlists in recruitment have been deployed. Leave and flexibility policies go over and above supporting our strategy to offer our people an inclusive environment and removing barriers to attracting and retaining a representative workforce. We were pleased to see no big differences in how males and females responded to our engagement survey.

| | 2025 | 2024 | 2023 | 2022 |
|-----------------------------------------|-------|-------|-------|-------|
| Mean GPG | 6.3% | 9.0% | 11.9% | 12.3% |
| Median GPG | 7.5% | 11.7% | 14.3% | 18.8% |
| Mean Bonus GPG | 24.5% | 43.2% | 56.5% | 52.1% |
| Median Bonus GPG | 10.0% | 21.5% | 51.9% | 50.0% |
| Proportion of men in receipt of bonus | 59.8% | 52.6% | 43.7% | 44.4% |
| Proportion of women in receipt of bonus | 60.2% | 48.8% | 48.9% | 53.2% |



71% male

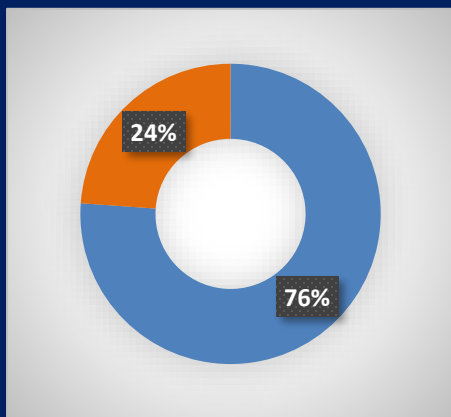
"I believe Gigaclear offers a welcoming and inclusive environment"
 87% of employees in our annual survey

Own it, Find the Right Way, Work Together, Win Together

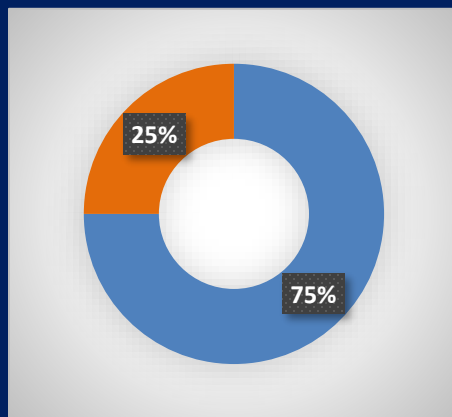
Gender Pay Gap Report 2025

Action Plan:

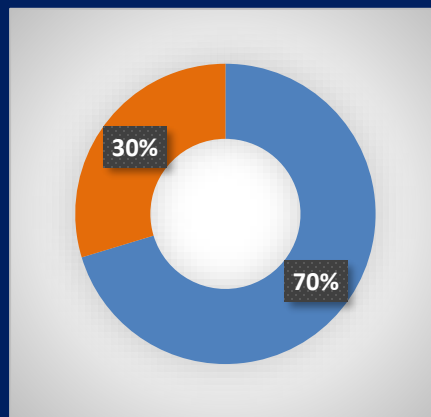
- Identify & implement initiatives from candidate surveys to improve the attraction and hiring of females
- Train all managers on objective recruitment selection skills to improve objectivity and reduce bias in hiring
- Develop policies and our offering in support of issues which affect women
- Ensure balanced representation on our leadership development programme and coaching opportunities
- Update the careers site to more specifically target the attraction of more female candidates



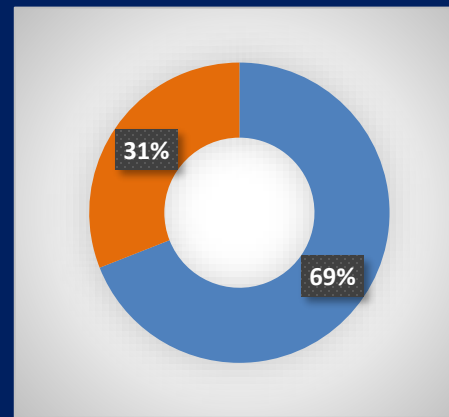
Upper



Upper
Middle



Lower
Middle



Lower

The information submitted in the collation of this report is accurate & true.

Laura Richards
HR Director