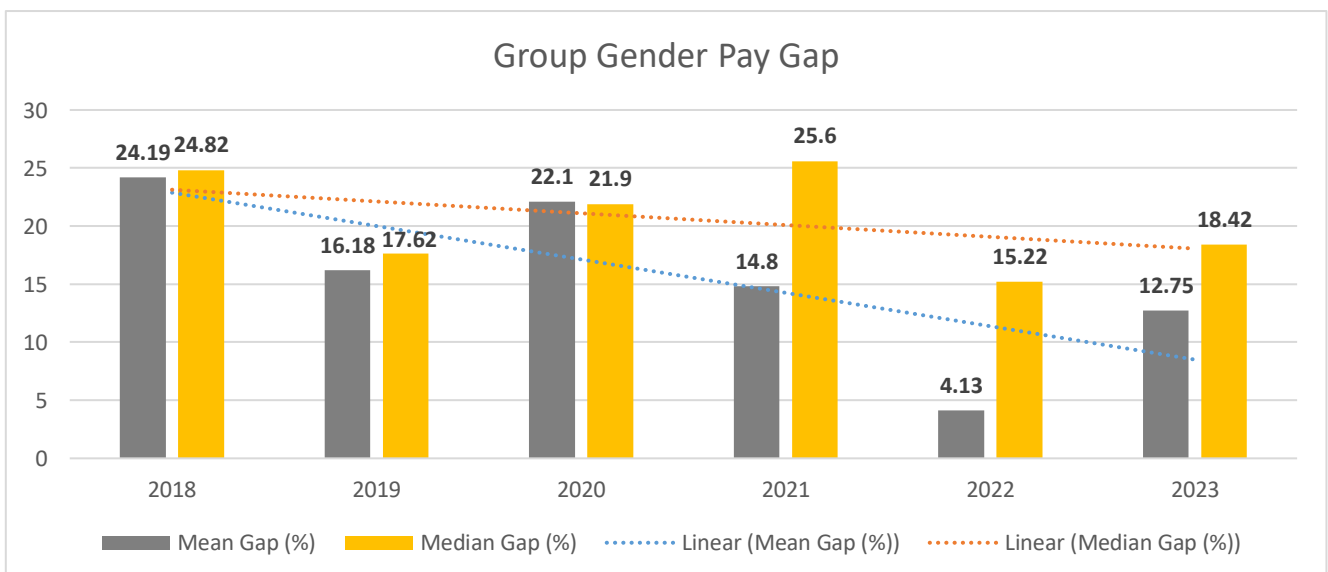


**Gender Pay Reporting**

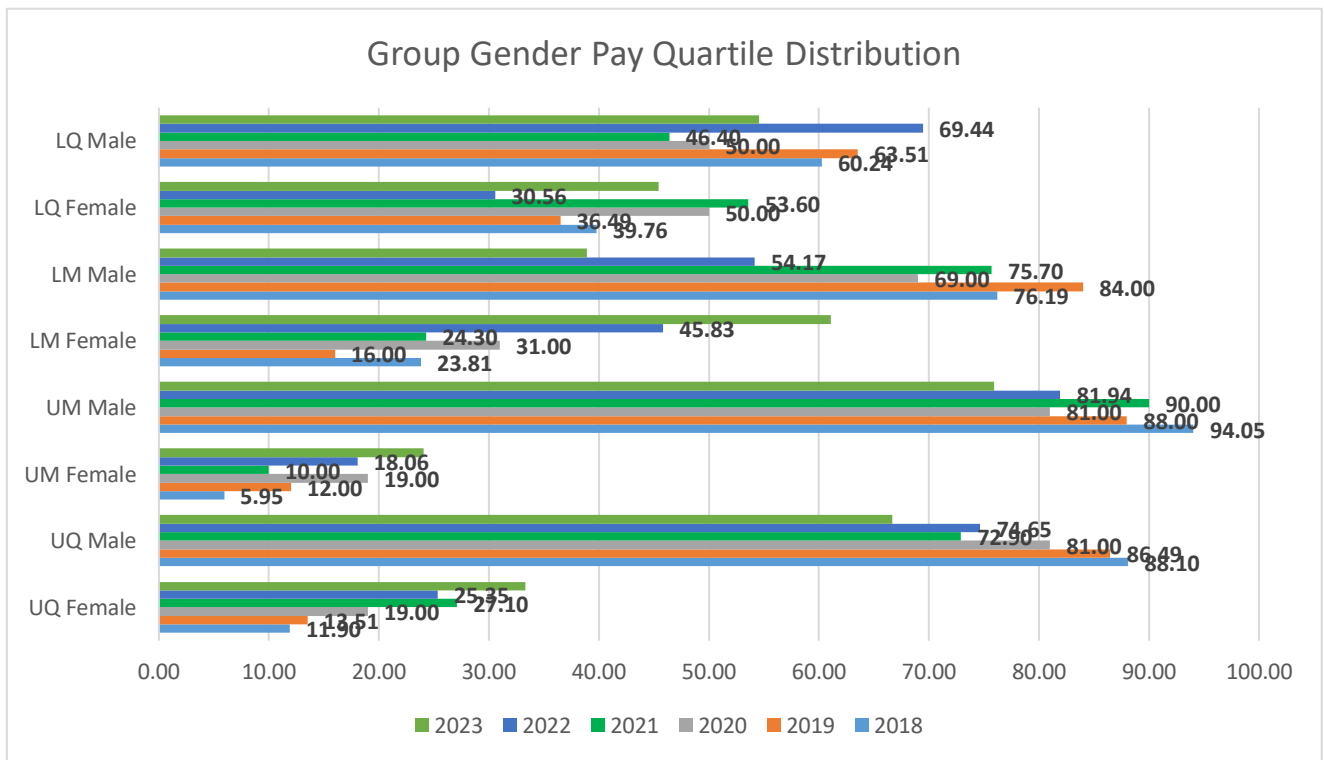
<b>Figure 1: 2023 Summary of Gender Pay Reporting as at 5 April 2023</b>			
	<b>Male %</b>	<b>Female %</b>	<b>%</b>
<b>Mean Gender Pay Gap</b>			<b>12.75%</b>
<b>Median Gender Pay Gap</b>			<b>18.42%</b>
<b>Mean Bonus Gender Pay Gap</b>			<b>41.57%</b>
<b>Median Bonus Gender Pay Gap</b>			<b>0.00%</b>
<b>Proportion Receiving a Bonus</b>	<b>59.28%</b>	<b>87.78%</b>	
<b>Proportion In Each Quartile Pay Band</b>			
<b>Lower Quartile</b>	<b>54.55%</b>	<b>45.45%</b>	
<b>Lower Middle Quartile</b>	<b>38.89%</b>	<b>61.11%</b>	
<b>Upper Middle Quartile</b>	<b>75.93%</b>	<b>24.07%</b>	
<b>Upper Quartile</b>	<b>66.67%</b>	<b>33.33%</b>	

	<b>2020 Results</b>	<b>2021 Results</b>	<b>2022 Results</b>	<b>2023 Results</b>	<b>Difference</b>
<b>Mean Gender Pay Gap</b>	22.1%	14.8%	4.13%	12.75%	8.6%
<b>Median Gender Pay Gap</b>	21.9%	25.6%	15.22%	18.42%	3.2%



# John Henry Group

	2020 Results		2021 Results		2022 Results		2023 Results		2022 Results
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Lower Quartile</b>	50%	50%	46.4%	69.44%	69.44%	30.56%	54.55%	45.45%	-14.89%
<b>Lower Middle Quartile</b>	69%	31%	75.7%	54.17%	54.17%	45.83%	38.89%	61.11%	+21.53%
<b>Upper Middle Quartile</b>	81%	19%	90%	81.94%	81.94%	18.06%	75.93%	24.07%	+8.06%
<b>Upper Quartile</b>	81%	19%	72.9%	74.65%	74.65%	25.35%	66.67%	33.33%	+1.75%



**Stephen Henry**

Managing Director