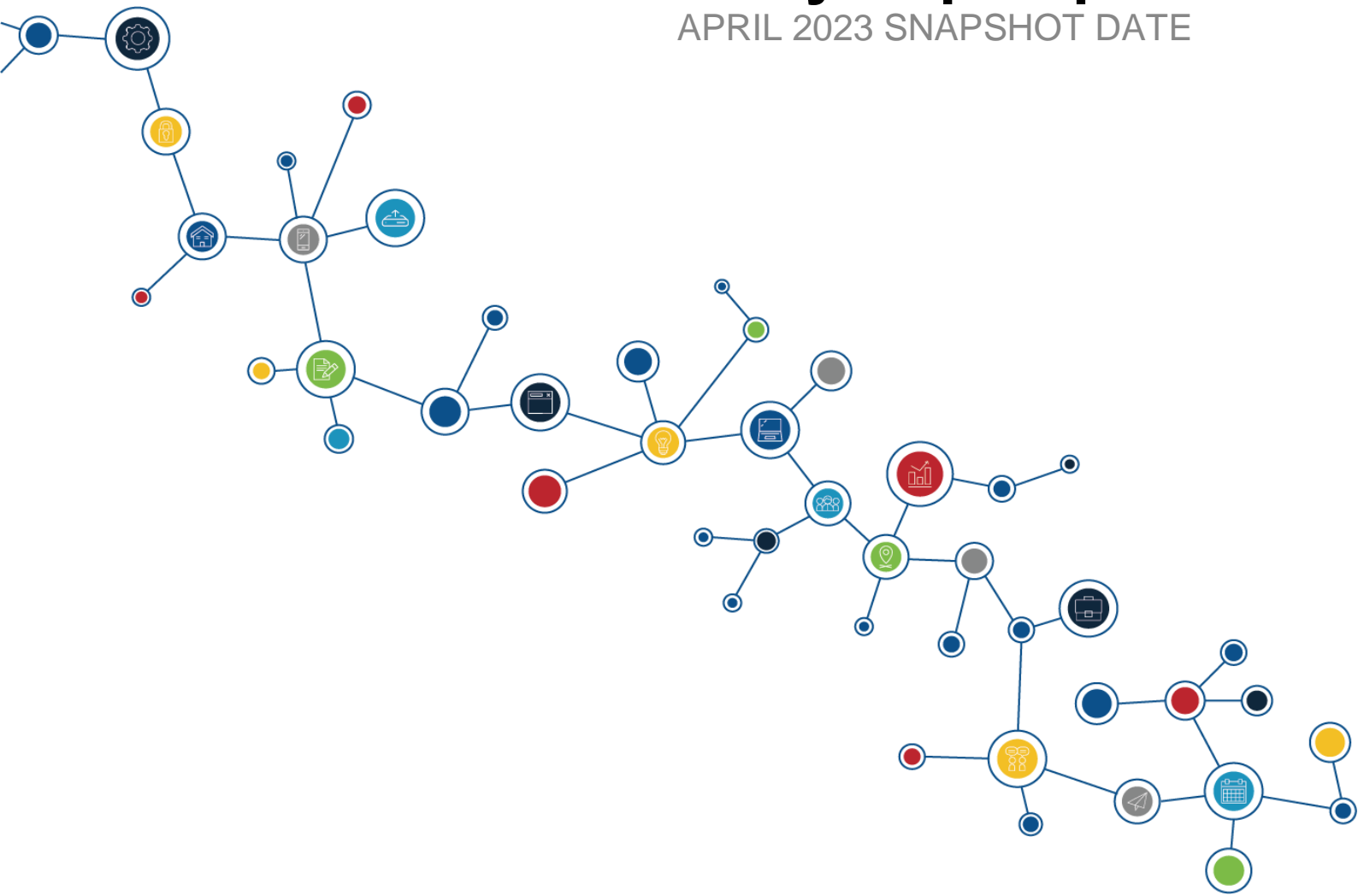


Gender Pay Gap Report

APRIL 2023 SNAPSHOT DATE



Introduction

At Acturis, we believe in the strength of diversity within our company. We understand that a variety of perspectives and experiences can enhance our workplace and are critical to our success. Our commitment to providing equal opportunities and fair treatment for all colleagues drives us to create an inclusive work environment.

We are confident that we offer equal pay to all colleagues performing identical roles, and that our structured review process facilitates equal opportunities regardless of gender.

The Gender Pay Gap report calculates the difference between the average earnings of men and women across all levels of the workforce, regardless of their role, seniority or length of service. The pay gap is distinct from equal pay, which compares the salaries of men and women who perform the same role.

Key Points

The pay gap has increased by 2.1% for mean figures, and by 3.9% for median figures.

The pay gap increase is due to a higher proportion of our graduate hires and junior roles in 2023 being women than in 2022, and a number of senior women being excluded from this year's calculations as a result of maternity leave.

Whilst an increase in the proportion of graduate hires being women is detrimental to the pay gap calculation we believe that increasing the ratio of female to male graduate hires over the medium to long term will ultimately result in a more balanced workforce and a reduced pay gap.

The bonus gap has increased by 10.7% for mean figures, and by 44.6% for median figures.

The driving force behind this change lies in our compensation structure. We have shifted from allocating contingent bonuses to graduate hires and junior colleagues to increased base salaries. As a result, a smaller number of junior colleagues earned a bonus this year with the total number of colleagues receiving a bonus decreasing from 75% in 2022, to 45% in 2023.

Lastly, the bonus gap does not differentiate between bonuses received by full-time colleagues and pro-rated bonuses for those on parental leave and for part-time workers, a large majority of whom are women. Although part-time working may increase the bonus gap figures, we are committed to supporting flexible working arrangements as part of our retention strategy.

We recognise we still have more to do and remain committed to closing the gap.

At a Glance

GENDER & BONUS GAP FIGURES

Statutory Data	Mean	Median
Pay gap	8.4%	1.2%
Bonus gap	54.6%	49.4%

PROPORTION OF EMPLOYEES RECEIVING A BONUS

Statutory Data	Male	Female
% of employees receiving a bonus	43.8%	47.0%

PROPORTION OF MALE AND FEMALE EMPLOYEES BY PAY QUARTER

% of Employees	Male	Female
Upper quarter	81.7%	18.3%
Upper middle quarter	72.2%	27.8%
Lower middle quarter	78.3%	21.7%
Lower quarter	74.1%	25.9%

Our Actions

Acturis is committed to helping our colleagues achieve their potential throughout their careers and we are actively focused on supporting the professional development of our talent regardless of gender.

We are committed to addressing the gender pay gap head-on. To achieve this, we have implemented several strategic initiatives and we continuously review and refine our approach to ensure meaningful progress.

Transparent Pay Structures

We regularly review and analyse our pay structures to ensure transparency and fairness. By clearly defining criteria for promotions, we minimize disparities and provide equal opportunities for all colleagues.

Recruitment

We have made, and continue to make, changes to our recruitment process both in terms of how we attract talent, and how we progress candidates through the CV review and interview process. Initiatives are in place to increase the number of CVs we receive from women for our

graduate roles, and we have attended a number of STEM Women careers events throughout the year. This has resulted in 28% of new hires in 2023 being women, an increase from 18% in 2022.

Maternity and Parental Leave

We have increased the level of maternity and adoption pay offered. Our maternity, paternity and shared parental pay policies have been reviewed, and Acturis now aligns with the top 25% of companies in our sector and our size for each of these policies.

We are committed to fostering an inclusive workplace and, as part of this commitment, we continuously review and update the ways in which we support colleagues who are on or have returned from maternity or parental leave.

Flexible Working Arrangements

We have committed to flexible working arrangements to allow colleagues to work flexibly to fit around parental responsibilities.

Retention Strategy

As part of our retention strategy, we recognise that employee retention goes beyond competitive compensation and benefits. To create an environment where colleagues thrive, we have implemented the following strategies:

Facilitating Networking Activities: We actively organize team-building events and shared personal interest groups. These gatherings provide opportunities for colleagues to connect, collaborate, and build meaningful relationships. We believe that fostering connections among colleagues enhances job satisfaction and strengthens our workplace community.

Supporting Training and Development: We recognize that continuous learning is essential for professional growth. Beyond initial onboarding, we invest in our employees' career development and offer a range of training programmes and workshops.

Useful Information

Mean vs Median

The mean pay gap is the difference between the average hourly rate of pay of relevant male employees and that of relevant female employees.

The median pay gap gives an indication of the middle point of the rate of pay. If all male or female employees' pay was sorted in order of their hourly rate, the median pay gap is the difference between the hourly rate for the middle man compared to that of the middle woman.

Pay Quarters

The pay quarters are equally sized groups of full-pay employees, ranked from highest to lowest hourly pay.

The quarters are:

- upper hourly pay quarter
- upper middle hourly pay quarter
- lower middle hourly pay quarter
- lower hourly pay quarter

Bonus Gap

The bonus gap is calculated based on bonuses paid to employees in the 12 months ending on the 5th of April snapshot date. The employees included in the calculation must still be employed at the snapshot date.

Reporting Requirements

UK-based employers who have 250 employees or more must calculate and publish their pay gap data annually. The data must be based on figures taken at the yearly snapshot date of 5th of April.

The information that must be published includes:

- Mean and median pay gap using hourly pay
- Mean and median bonus pay gap
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each of the four hourly pay quarters.

I confirm the gender pay gap data in this report is accurate.

Tony Goddard
CEO



04 April 2024