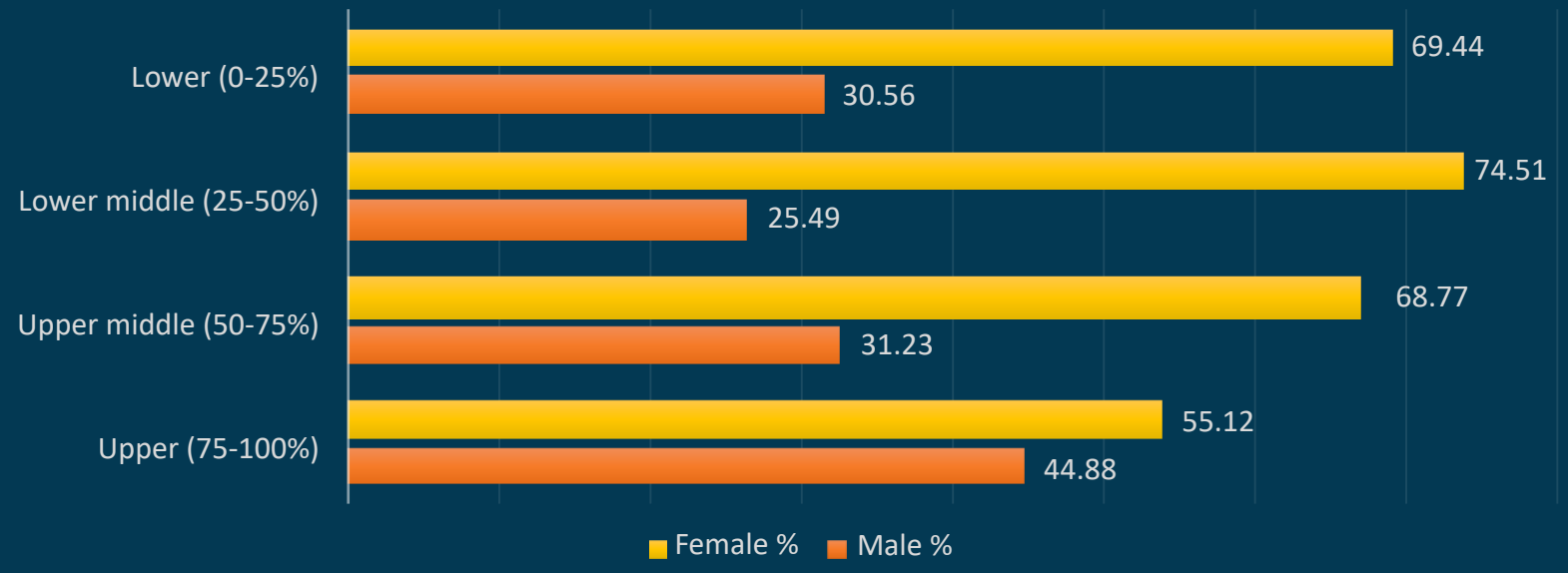
Gender Pay Gap Report 2025

SIMPLIFY

A great place to work, driven by values

% men / women in each pay quartile



Relevant colleagues

1,117

Men 342 / Women 775

Regulations require colleagues to be identified as male or female for reporting purposes. As an inclusive employer, we actively support colleagues of all gender identities

% men / women receiving a bonus

♂ 60.23% ♀ 64.26%

Pay and bonus differences between men & women

	Mean	Median
Pay Gap	21.69%	14.57%
Bonus Gap	54.29%	42.28%

Statement

We confirm that the information and data provided is accurate and in line with mandatory requirements.

David Grossman,
Chief Executive

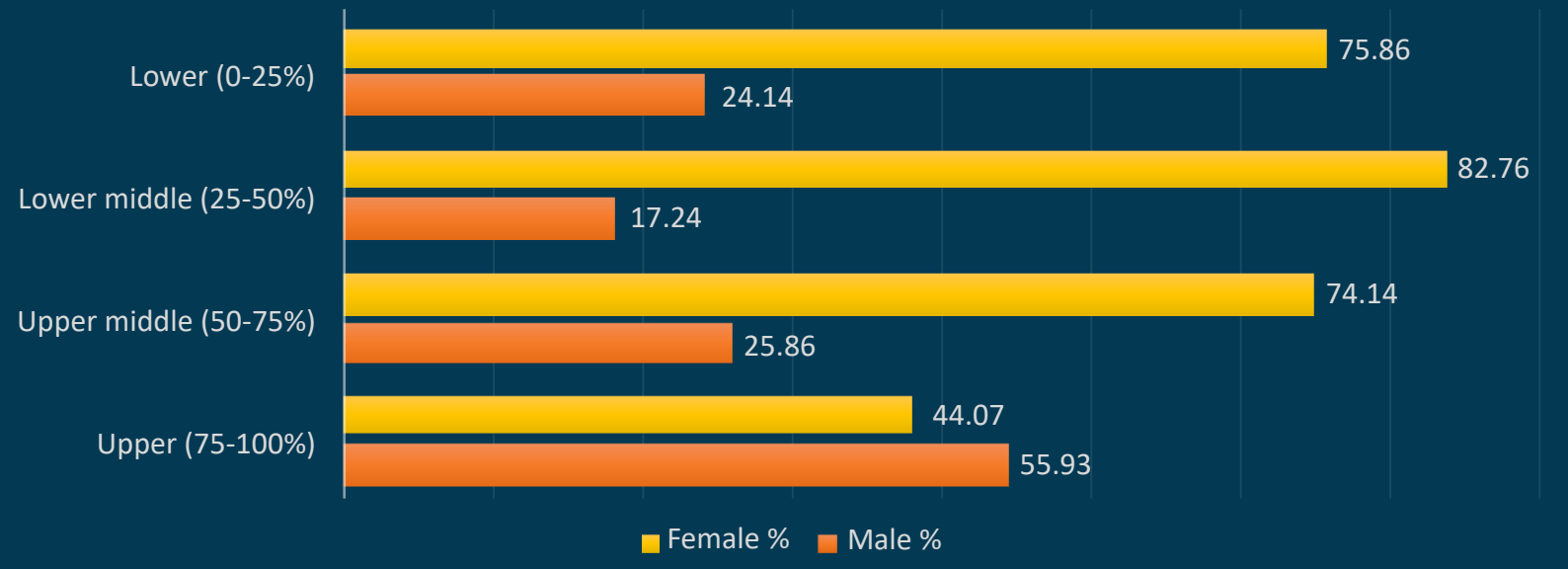
Suzanne Easby,
Chief People Officer

Gender Pay Gap Report 2025

A great place to work, driven by values

move with US
Part of SIMPLIFY

% men / women in each pay quartile



Relevant colleagues

250

Men 67 **Women 183**

Regulations require colleagues to be identified as male or female for reporting purposes. As an inclusive employer, we actively support colleagues of all gender identities

% men / women receiving a bonus

♂ 71.64% ♀ 83.06%

Pay and bonus differences between men & women

	Mean	Median
Pay Gap	35.55%	21.10%
Bonus Gap	65.13%	37.82%

Statement

We confirm that the information and data provided is accurate and in line with mandatory requirements.

David Grossman,
Chief Executive

Suzanne Easby,
Chief People Officer