



Expleo Technology UK 2024 Gender Pay Gap Report

April 2024

1) Introduction to Gender Pay Gap Reporting

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. This requires organisations to report on their hourly gender pay gap across a range of metrics. This report is based on legal gender categories. We acknowledge that our people may identify differently.

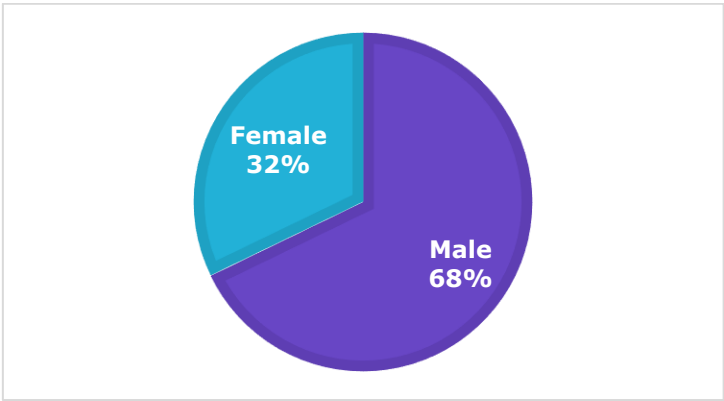
Under the legislation, employers with over 250 employees are required to report on the gender differences in respect of the:

- Mean and median hourly pay
- Mean and median bonus pay.
- Percentage of employees who have received a bonus.
- Number of males and females across four quartile pay bands.

The gender pay gap should not be confused with unequal pay. Paying females less than males for the same job, purely on account of their gender, is illegal and is outlawed by equality legislation. The gender pay gap does not indicate or identify discrimination or bias, or even an absence of equal pay for equal value work. Gender pay gap reporting has no way of determining whether males and females are being paid less for the same work or subject to bias or discrimination. Rather, it captures whether females are represented evenly across an organisation. A positive gender pay gap means that on average, males occupy more higher paid roles over females, and vice-versa.

() Expleo Workforce

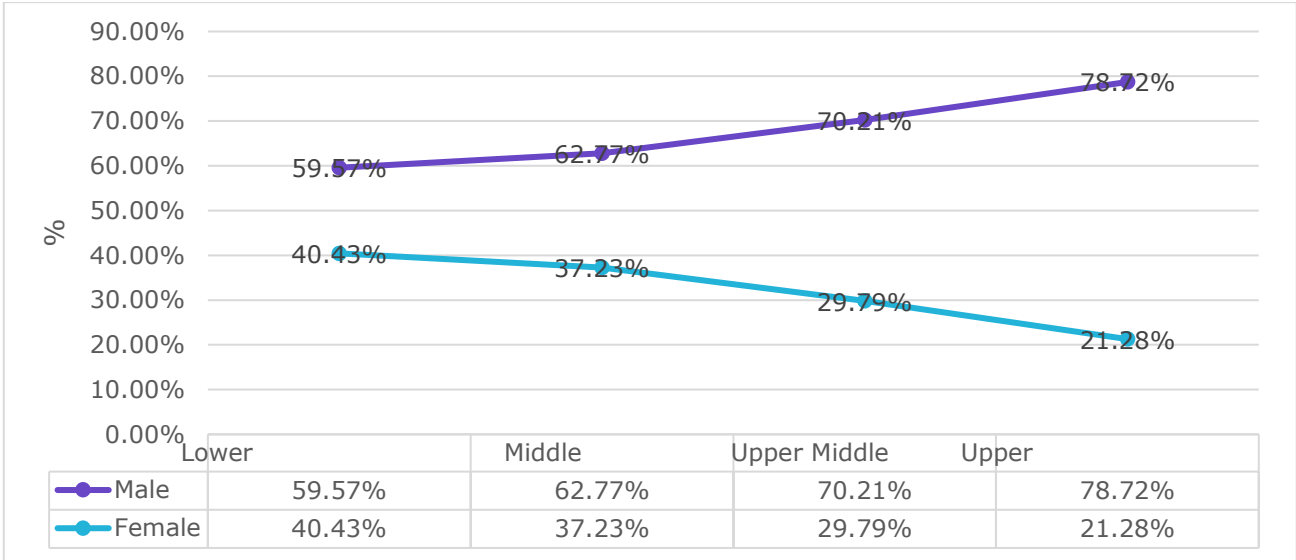
Expleo Technology UK operates across Great Britain and Northern Ireland and as of 5th April 2024, held a headcount of 376 full pay relevant employees: 255 males and 121 females. Pay relevant employees include all employees who were employed at Expleo Technology UK who received their usual full basic pay at as at the snapshot date of April 5, 2024, or received a bonus in the 12 months reporting period immediately preceding and including the snapshot date of April 5, 2024.



The table below shows the percentage of male and females in each pay quartile. It divides the workforce into four equally sized groups based on their hourly pay rate, with Band A including the lowest paid 25% of employees (the lower quartile) and Band D covering the highest paid 25% of employees (the upper quartile).

2024	Males	Females
Lower Quartile	59.57%	40.43%
Lower Middle Quartile	62.77%	37.23%
Upper Middle Quartile	70.21%	29.79%
Upper Quartile	78.72%	21.28%

The graph below shows the data broken down into the same equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate pay quartiles.



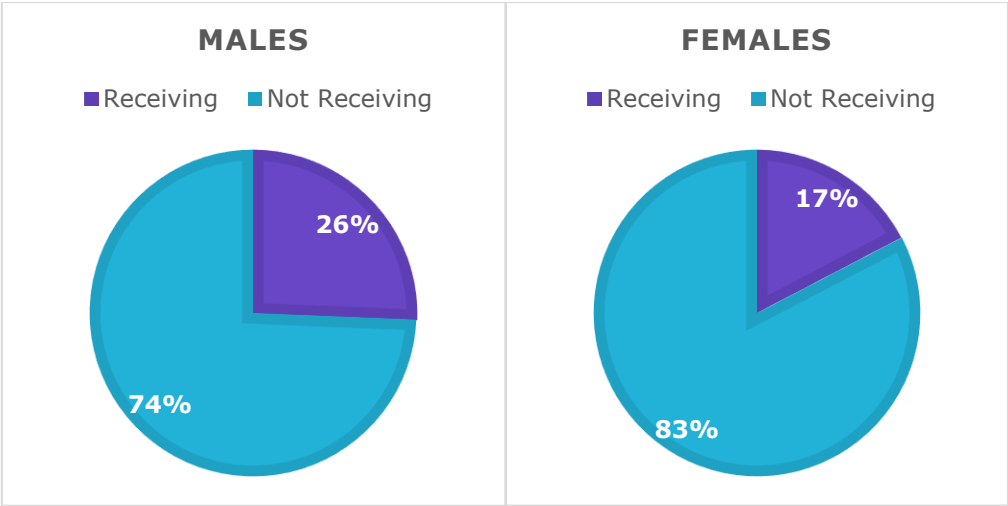
Pay & Bonus Gap Analysis

The table below shows our overall mean and median gender pay gap, based on hourly rates of pay. It also captures the mean and median gender pay gap, based on bonuses in the year up to 5th April 2024, i.e., for the 2023 performance year.

The mean metric illustrates the percentage gap in the average salaries (including bonus payments) of males and females based on standard hourly rates of pay. The median metric shows the percentage gap of salaries (including bonus payments) of males and females based on standard hourly rates of pay when values are ranged from highest to lowest and are then compared by the middle value.

2024	Mean (Average)	Median (Mid-Point)
Hourly fixed pay	12.57%	14.54%
Bonus paid	27.5%	0.20%

The illustrations below represent the proportion of males and females who received a bonus in the year up to 5th April 2024.



Comparative View: 2023 to 2024

	2023	2024
Total Headcount	332	376
Male Headcount	232	255
Female Headcount	100	121
Gender pay gap mean rate pay	12%	12.57%
Gender pay gap median rate pay	17.3%	14.54%
Gender pay gap mean bonus	23.5%	27.5%
Gender pay gap median bonus	2%	0.20%
Male proportion receiving annual bonus	25%	26.67%
Female proportion receiving annual bonus	18.8%	17.36%

Expleo Technology UK have been completing the gender gap annually since 2017, and whilst we have been able to ensure there has been no sharp increase in our pay gap in this reporting year, we have not made as significant of an impact in beginning to close the gap as hoped.

We have and will continue to focus our attention on our equality, diversity and inclusion activities, ensuring that we make the necessary progress in maintaining gender equality and expanding the initiatives already in place to reduce the gender pay gap.

As a result of our business growth, we're pleased to announce that we've expanded our team since the last reporting period. However, the demand and for highly technical roles in our predominantly male-dominated industry has led to a widening gender pay gap. With a workforce m mostly comprised of m ales, particularly

in senior management positions, and an increase in female representation in lower quartile roles, there's been a noticeable disparity in the distribution of males and females within our organization.

() Expleo Action Plan: Initiatives that will continue to reduce our gender pay gap

We acknowledge the need for further efforts to narrow our gap by focusing on the critical areas that we understand have the most significant influence over.

() Recruitment

- ()** Maintaining active collaborations with universities, schools, charitable organisations, specialist job boards, and outreach initiatives to broaden access for candidates from diverse socio-economic backgrounds.
- ()** Regularly evaluating job postings to promote accessibility and appeal for all applicants by incorporating clear, inclusive, and widely recognised language.
- ()** Launching a targeted recruitment initiative aimed at increasing the representation of women in STEM; supported by the formation of a Diversity, Equality & Inclusion working group within the recruitment team to enhance internal practices and identify areas needing improvement.
- ()** Delivering interview best-practice training for hiring managers and ensured interview panels reflect diverse perspectives, helping to foster fair, inclusive, and unbiased hiring processes.

() Inclusive Practices:

- ()** Establishing and supporting Employee Representation Groups to offer a safe and inclusive environment where staff can voice their experiences and concerns, with outcomes escalated to those empowered to drive meaningful change.
- ()** Performing consistent policy reviews to ensure robust, legally compliant procedures are in place for addressing discrimination and fostering a respectful workplace.
- ()** Maintaining a flexible hybrid working model that allows all employees—regardless of gender—to better manage personal responsibilities, including caregiving and childcare.
- ()** Guaranteeing that all team members can easily access clear information about available support resources and employee benefits across Expleo.

() Development & Retention:

- () Maintaining a structured approach to performance evaluation, with a clear framework for identifying development needs and career advancement opportunities.
- () Leveraging annual performance reviews to recognise high-potential individuals and ensure equitable access to progression into senior roles across the organisation.
- () Closely tracking gender balance trends during year-end compensation reviews to help address and prevent disparities.
- () Enhancing the current Job Architecture to ensure a modern, transparent, and consistent framework that supports clear career growth pathways.

() Reporting:

- Ongoing monitoring and benchmarking of compensation and benefits to enhance retention and attraction of female talent within our organisation.
- Regular running of the accredited Great Place to Work survey, to provide employees with an avenue to provide anonymous feedback and allow the organisation to identify areas for improvement, which can be fed back into the established Employee Representation Groups.

Declaration

I confirm that the Expleo Technology UK gender pay gap calculations are accurate and meet the requirements of the Regulations.