

## Reconomy UK Gender Pay Gap

Reconomy is committed to the advancement of women and to ensuring they have every and equal opportunity to progress, which we see as vital to our success. As Reconomy has grown rapidly and substantially both organically and through acquisitions, realising the benefits from various initiatives across the group takes time to integrate. We recognise that significant work remains and numerous initiatives are underway to reduce the pay gap including implementing new, improved policies for maternity pay as part of a broader package of improvements for women.

| <i>Snapshot Date:</i>                       |             | <i>05/04/2023</i> |                    |  |
|---|-------------|-------------------|--------------------|--|
|   | <b>Male</b> | <b>Female</b>     | <b>Pay Gap (%)</b> |  |
| <b><i>Mean Hourly Pay (£)</i></b>           | 27.83       | 14.88             | 46.5%              |  |
| <b><i>Median Hourly Pay (£)</i></b>         | 19.56       | 12.11             | 38.1%              |  |
| <b><i>Mean Bonus Payments (£)</i></b>       | 11,055.39   | 3,285.41          | 70.3%              |  |
| <b><i>Median Bonus Payments (£)</i></b>     | 3,071.25    | 2,371.16          | 22.8%              |  |
| <b><i>% Receiving Bonus Payments</i></b>    | 50.4%       | 23.7%             |                    |  |
| <b><i>Gender Split Per Quartile (%)</i></b> |             |                   |                    |  |
| <i>Lower Quartile</i>                       | 30.2%       | 69.8%             |                    |  |
| <i>Lower Middle Quartile</i>                | 35.9%       | 64.1%             |                    |  |
| <i>Upper Middle Quartile</i>                | 48.4%       | 51.6%             |                    |  |
| <i>Upper Quartile</i>                       | 79.4%       | 20.6%             |                    |  |

Reported April 2024