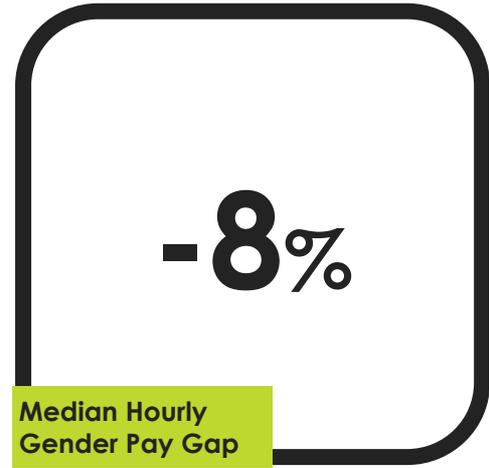


Gekko's mean hourly pay gap comes in at -21%, increasing by 4 ppt vs 2023 figures



Gekko's median hourly pay gap is -8%, having previously been 18% in 2023.

16%

### Mean Bonus Gender Pay Gap

This metric is now at a 16% gap while some teams working with a quarterly bonus system have more male members (10% in 2023)

43%

### Median Bonus Gender Pay Gap

The median bonus figure rose to 43% between genders for 2023. Bonuses for our teams are KPI driven (17% in 2023)

91%

### Proportion of females receiving a bonus payment

The proportion of women receiving a bonus payment in 2024 was 91%, an increase from the previous result (80% in 2023)

90%

### Proportion of males receiving a bonus payment

90% of men received a bonus payment last year, showing slight growth from the year before (89% in 2023)



■ Male ■ Female



Gekko is an equal opportunities employer and the results of our Gender Pay Gap Reporting validate this with our Mean & Median hourly pay gaps running at **minus twenty one percent (-21%)** and **minus eight percent (-8%)** for 2024 respectively, showing a weighting to female employees.

The mean bonus gender pay gap was **forty three percent (43%)** whilst the median grew slightly to **sixteen percent (16%)**. All bonus payments remain subject to KPI achievements, with Gekko Group continuing to only reward staff based on achievement of individual performance and team KPIs, never on gender.

The information contained within this report is accurate.

Daniel Todaro  
Managing Director

