

1%

Mean Hourly
Gender Pay Gap

Gekko's mean hourly pay gap comes in at 1%, decreasing by 22 ppt vs 2024 figures

-8%

Median Hourly
Gender Pay Gap

Gekko's median hourly pay gap remains -8%, having previously been -8% in 2024.

46%

Mean Bonus Gender Pay Gap

This metric is now at a 46% gap while some teams working with a quarterly bonus system have more male members (16% in 2024)

43%

Median Bonus Gender Pay Gap

The median bonus figure remained level at 43% between genders for 2025. Bonuses for our teams are KPI driven (43% in 2024)

82%

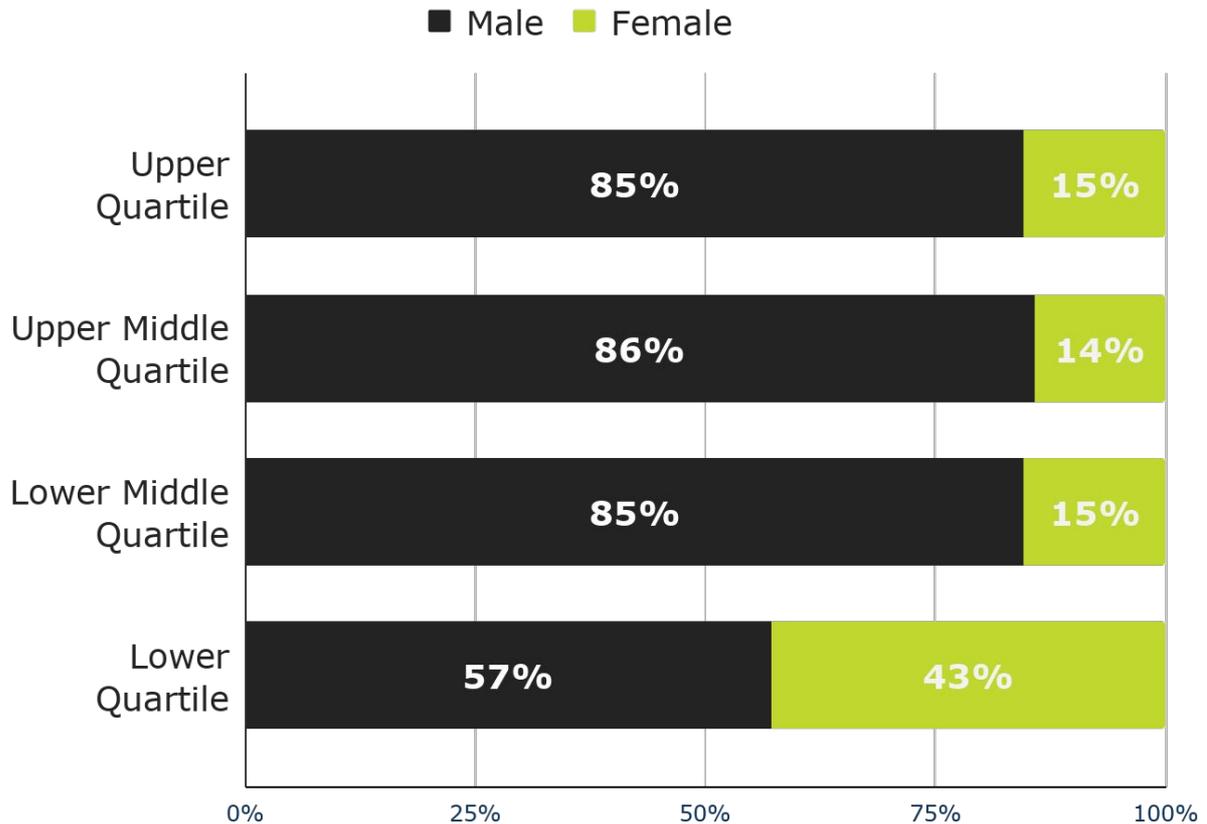
Proportion of females receiving
a bonus payment

The proportion of women receiving a bonus payment in 2025 was 82%, an decrease from the previous result (91% in 2024)

91%

Proportion of males receiving
a bonus payment

91% of men received a bonus payment last year, showing slight growth from the year before (90% in 2024)



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 **one percent (1%) and minus eight percent (-8%)** for 2025 respectively, showing a weighting to female employees.

The mean bonus gender pay gap was **forty six percent (46%)** whilst the median grew to **forty three percent (43%)**. 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

