

BOOJUM ROI - GENDER PAY GAP

Key Observations From Data:

The data for the 2024-2025 period shows a narrow mean Gender Pay Gap of 0.98, while the median gap is -1.1.

The paygap in ROI has been consistently reducing since 2022. This is due to an increasing number of females in upper quartile roles.

This is represented in a higher number of female GMs and KMs in ROI than males for the reporting period.

Median Gender Pay Gap has dropped from 0.09% in 2022-2023 to -1.10% in 2024-2025.

A negative median value in 2024-2025 means that the median female hourly pay is higher in ROI than the median male hourly pay for 2024-2025

In contrast, the Bonus Pay Gap is wider, with the mean gap at 12.16 and the median gap at 1.3.

When looking at who receives a bonus, a slightly higher proportion of females (52.39%) received a bonus compared to males (47.61%).

The gap suggests that while more females received a bonus, the males received higher bonuses.

For Benefits-in-Kind (BIK) pay, a significantly higher proportion of females (68.32%) received BIK pay compared to males (31.68%). This represents female SMT distribution in ROI.

The distribution across pay quartiles indicates that females make up the majority in the highest paying quartile (Upper Quartile: 60.53% Female, 39.47% Male) and the Upper-Middle Quartile (56% Female, 44% Male).

Males represent the higher proportion in the Lower-Middle Quartile (52% Male, 48% Female).

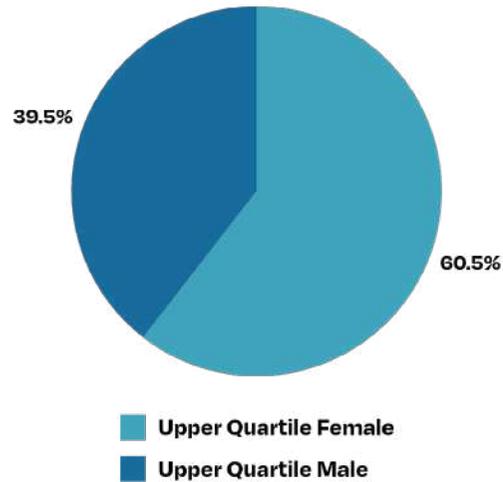
In the lowest paying quartile (Lower Quartile), females again make up a slightly higher proportion (53.33% Female, 46.67% Male).

| Metric | 2022-2023 | 2023-2024 | 2024-2025 |
|--------------------------------|-----------|-----------|-----------|
| Gender Pay Gap | 2.06% | 0.47% | 0.98% |
| Gender Pay Gap | 0.09% | 0.38% | -1.10% |
| Bonus Pay Gap | 67.82% | 28.85% | 12.16% |
| Bonus Pay Gap | 16.16% | 0.00% | 1.30% |
| Quartile Representation | | | |
| Upper Quartile | 46.84% | 48.39% | 60.53% |
| Upper Quartile | 53.16% | 51.61% | 39.47% |
| Upper-Middle | 50.63% | 50.00% | 56.00% |
| Upper-Middle | 49.37% | 50.00% | 44.00% |
| Lower-Middle | 62.03% | 54.10% | 48.00% |
| Lower-Middle | 37.97% | 45.90% | 52.00% |
| Lower Quartile | 50.63% | 54.10% | 53.33% |
| Lower Quartile | 49.37% | 45.90% | 46.67% |

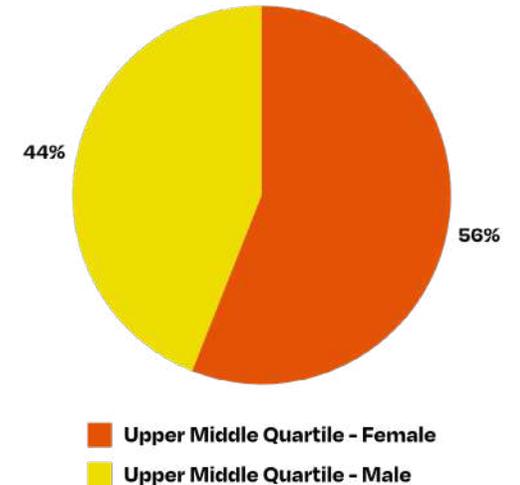
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| 2024 - 2025 | |
|-------------------------------|-------|
| Gender Pay Gap Mean: | 0.98 |
| Gender Pay Gap Median: | -1.1 |
| Bonus Pay Gap Mean: | 12.16 |
| Bonus Pay Gap Median: | 1.3 |
| Bonus Pay Proportion Male: | 47.61 |
| Bonus Pay Proportion Female: | 52.39 |
| BIK Pay Proportion Male: | 31.68 |
| BIK Pay Proportion Female: | 68.32 |
| Upper Quartile Male: | 39.47 |
| Upper Quartile Female: | 60.53 |
| Upper-Middle Quartile Male: | 44 |
| Upper-Middle Quartile Female: | 56 |
| Lower-Middle Quartile Male: | 52 |
| Lower-Middle Quartile Female: | 48 |
| Lower Quartile Male: | 46.67 |
| Lower Quartile Female: | 53.33 |

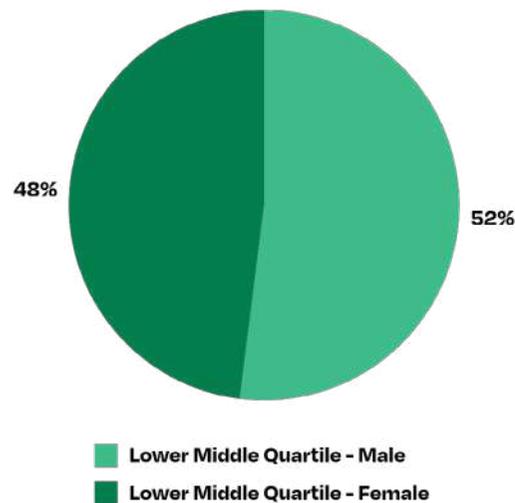
UPPER QUARTILE 2025



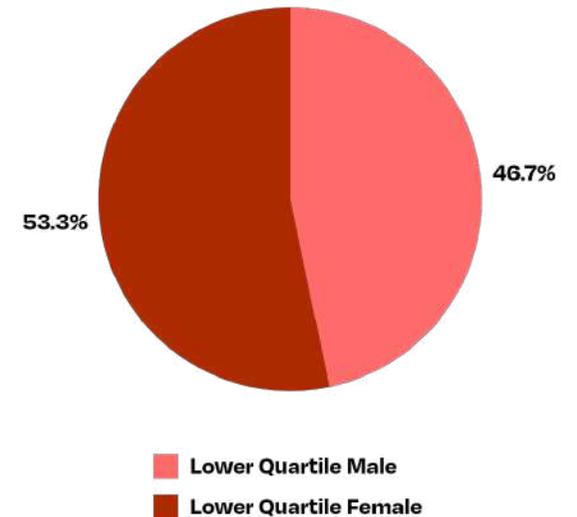
UPPER MIDDLE QUARTILE 2025



LOWER MIDDLE QUARTILE 2025

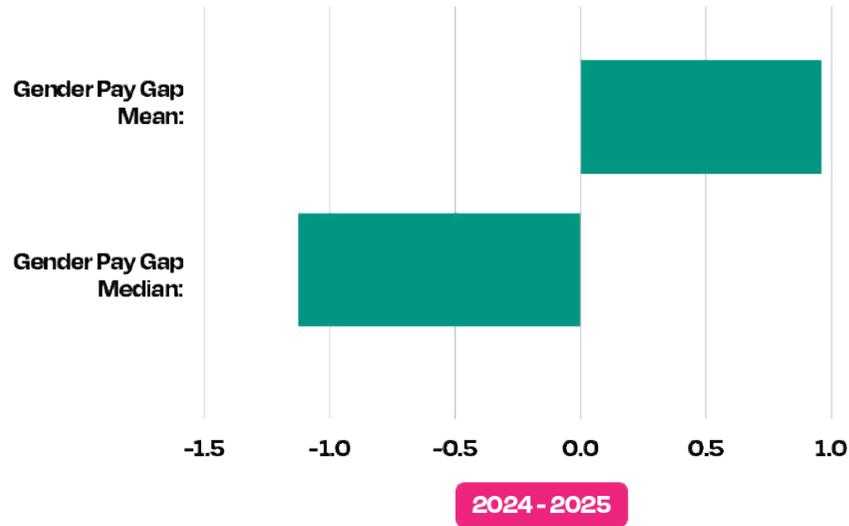


LOWER QUARTILE 2025

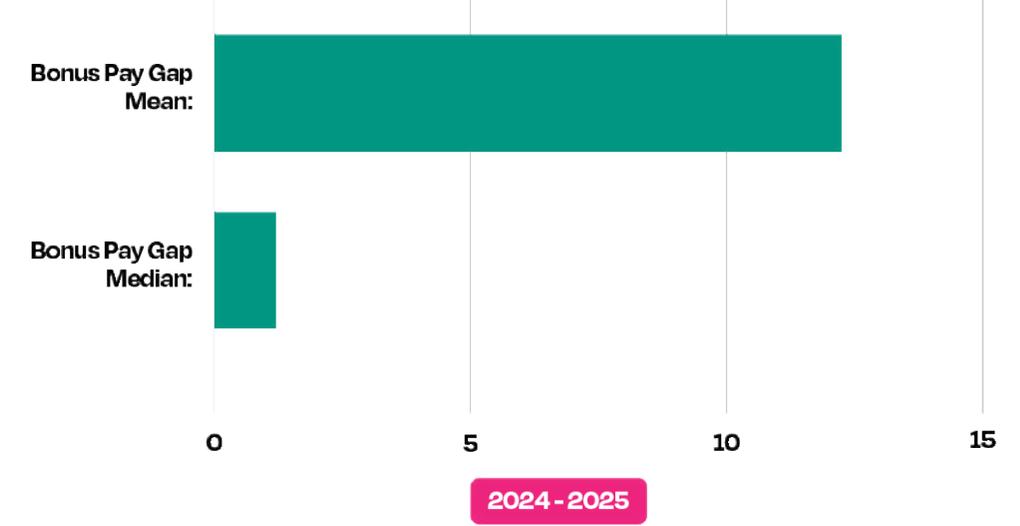


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GENDER PAY GAP 2025



BONUS PAY GAP 2025



BONUS PAY PROPORTION 2025

