

## GENDER PAY GAP

Apleona UK Limited remains deeply committed to promoting equality and diversity in the workplace as we uphold our pledge to ensure gender balance within an inclusive and engaging culture.

Our 2024 priorities remain focused on inclusion and well-being, enhancing the availability of flexible benefits for everyone and continuing to invest in succession and talent development.

Our overall headcount increased by 11%, with our gender balance now 46.1% female compared to 53.9% male. Along with an increase in headcount mainly through TUPE transfer, we have seen our gender pay gap widen by 0.39%.

Bonus payments for both male and female employees increased compared to the last reporting period, and the gap between males and females receiving a bonus decreased from 56.9% to 34.29%.

While more females received a bonus, the bonus pay gap has shifted significantly from last year. It now shows a mean difference of 5.46% compared to -9.31% in 2023. Many of our bonuses are customer-driven, and therefore, we expect these numbers to fluctuate year on year.

Operating in a service-oriented business, we find that either gender can be under- or over-represented in certain role types. For example, technical and project management roles are commonly filled by male employees; these positions tend to be more highly paid when compared to non-technical and administrative functions, which have a higher number of female employees.

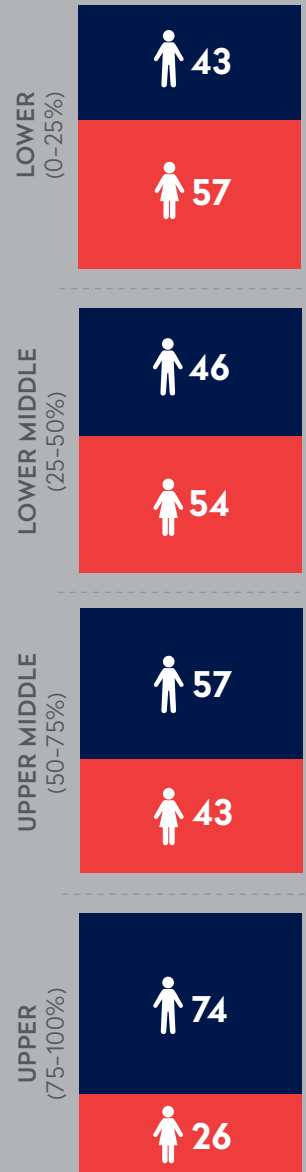
Of all the roles in our business, our lower-paid cleaning operative positions remain female-dominated, seeing 307 females compared to 158 males. However, this has improved since 2023. Our higher paid technical/engineering positions remain male dominated. Significantly more female colleagues (309) are working part time across all roles compared to males (115).

Overall, the number of females in management positions has decreased from 124 to 102; however, in senior leadership, it has increased from 8 to 9. We remain committed to equality of opportunity, regardless of gender. More employees are encouraged to develop and realise their potential through our internal training programmes and apprenticeship schemes.

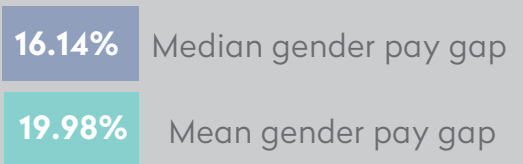
## 2024 STATISTICS



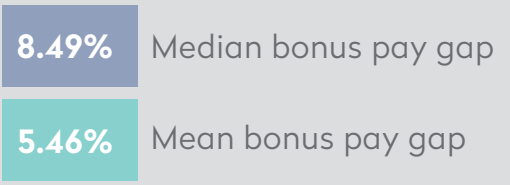
### PAY QUARTILE HEADCOUNT GENDER %



### HOURLY RATE GENDER PAY GAP



### COLLEAGUES RECEIVING A BONUS



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