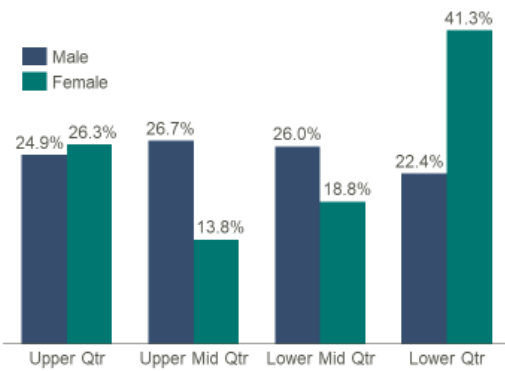




Quartile Reporting

Representation of employees by their average remuneration



Our female employees are well represented throughout the business and are as likely to be part of the Senior Management Team as their male counterparts.

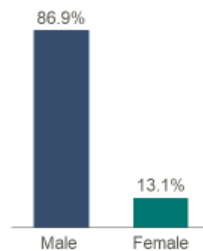
We are also pleased that the gender pay gap is minimal when we look at the organisation as a whole, across each of the quartiles. Equally our female employees are as likely to receive a bonus and the mean bonus award compares very favorably against those awarded to their male counterparts.

Actavo is an equal opportunities employer. We will continue to monitor our performance in this area and seek to make improvements where necessary.

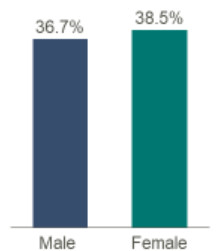
Gender Pay Gap Reporting

Given the industries in which we operate and the nature of the roles within those industries, our workforce is currently predominantly male - 87%. However, our female employees are as likely to receive a bonus as their male counterparts.

Employee Profile

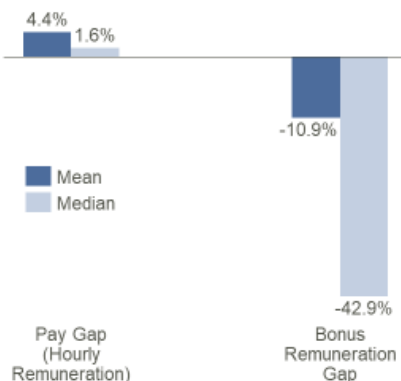


% Paid Bonus



Gender Pay and Bonus Pay Gap

Pay Gap - Hourly Remuneration and Bonus Remuneration Gap



Across the Group the gender pay gap is on average **4.4%**. This means that for every **€1** a man earns, a woman in the business can expect to earn **95.6c**. From a bonus perspective, females are on average likely to receive a **10.9%** higher bonus than their male counterparts. This means that for every **€1** bonus a man receives, a woman in the business can expect to receive **€1.11c**.