

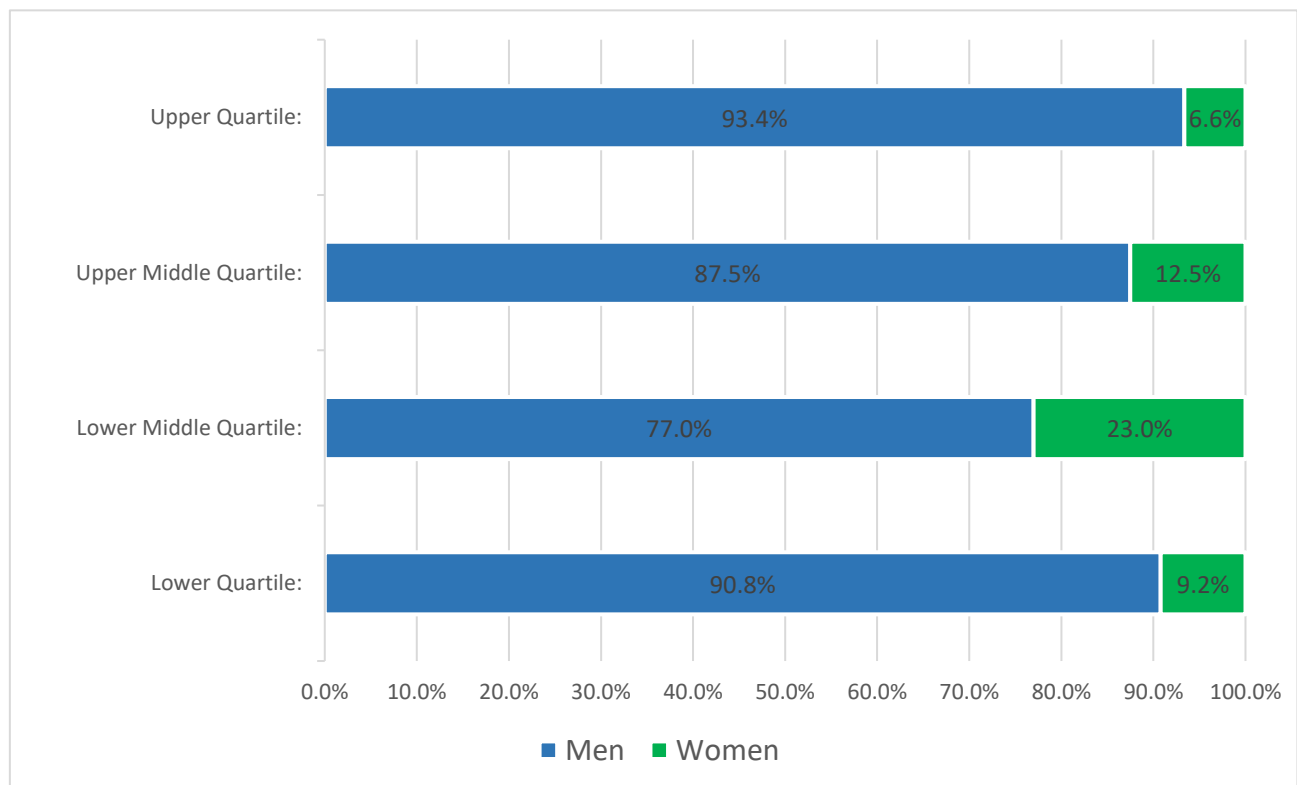
## Talascend Limited Gender Pay Gap Report 2023

### Hourly Pay Gap

The hourly gender pay gap shows the difference between the mean (average) and median (mid-point) pay rates of men and women, expressed as a percentage of men’s earnings.

Mean gender pay gap	21.93%
<b>Women are paid 21.93% less than men. For every £1 a man earns, a woman earns 78p.</b>	
Median gender pay gap	28.23%
<b>Women are paid 28.23% less than men. For every £1 a man earns, a woman earns 72p.</b>	

### Percentage of men and women in each hourly pay quarter



Women occupy 6.6% of the highest paid jobs and 9.2% of the lowest paid jobs.

### Bonus Pay Gap

The bonus gender pay gap shows the difference between the mean (average) and median (mid-point) bonus payments of men and women, expressed as a percentage of men's bonus earnings.

Mean gender pay gap	100%
<b>Women are paid 100% less than men. For every £1 a man earns in bonus pay, a woman earns 0p.</b>	
Median gender pay gap	100%
<b>Women are paid 100% less than men. For every £1 a man earns in bonus pay, a woman earns 0p.</b>	

2.89% of the men in our business received bonus pay.

No women received a bonus.