

## ONECOM LIMITED GENDER PAY GAP REPORT FOR THE SNAPSHOT DATE OF (5 APRIL 2024)

Onecom is committed to fostering an inclusive, diverse culture where our people have equity of opportunity to thrive, with our full support. Over the past several years, we have grown significantly and continue to grow both organically and through acquisitions. Our acquisition due diligence process does have a focus on diversity, inclusion and culture, but by their nature, acquisitions can still present a challenge to our diversity measures, including our gender pay gap where we do not have direct influence over our incoming workforce.

During the reporting period, we have continued with a number of initiatives and benefits with the aim of supporting our people's well-being, mental health & work-life balance, regardless of gender. We have trained new Mental Health First Aiders to create a broader group; as part of their role, they promote various health and wellbeing topics throughout the year. We continue to review our financial offering in recognition of the ongoing cost of living crisis and continue with initiatives such as buy and sell holidays, Birthday breaks and MyTime to support flexibility and work-life balance. We continue to expand our training offering, including EDI, across all our workforce.

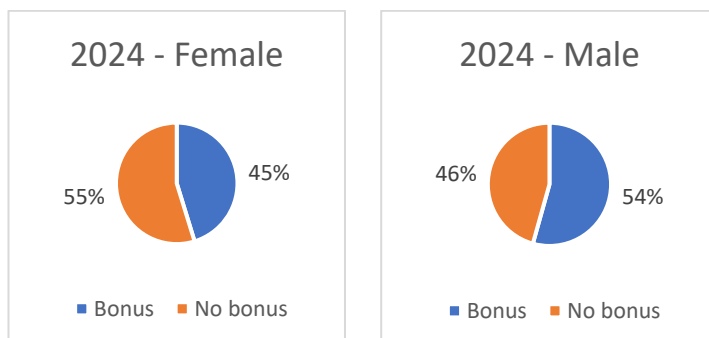
We are pleased to report that for the second year in a row, our median gender pay gap has decreased and was calculated at 22.03% (a decrease from our 2023 figure of 24.63%). Our mean gender pay gap has also seen a decrease of 2.6% to 30.7% from 31.62%.

### GENDER PAY & BONUS GAP (2024)

Difference between male and female	Gender Pay Gap		Gender Bonus Gap	
	Median	Mean	Median	Mean
<b>2024</b>	22.03%	30.70%	71.49%	61.44%
<b>2023</b>	24.63%	31.62%	81.21%	69.43%

We are also pleased to report the reduction in both the median and mean gender bonus gap in comparison with 2023 – see the above table. We recognise that, in order to reduce both our pay gap and bonus gap, we need to increase the representation of female employees in senior positions, as well as across roles where there is an opportunity to earn commission. Out of all recruited employees during the reporting period, 46% were female employees, and out of those, 76% were recruited into our commission-eligible departments and positions. Since 2022, we have maintained the percentage of female managers across the business.

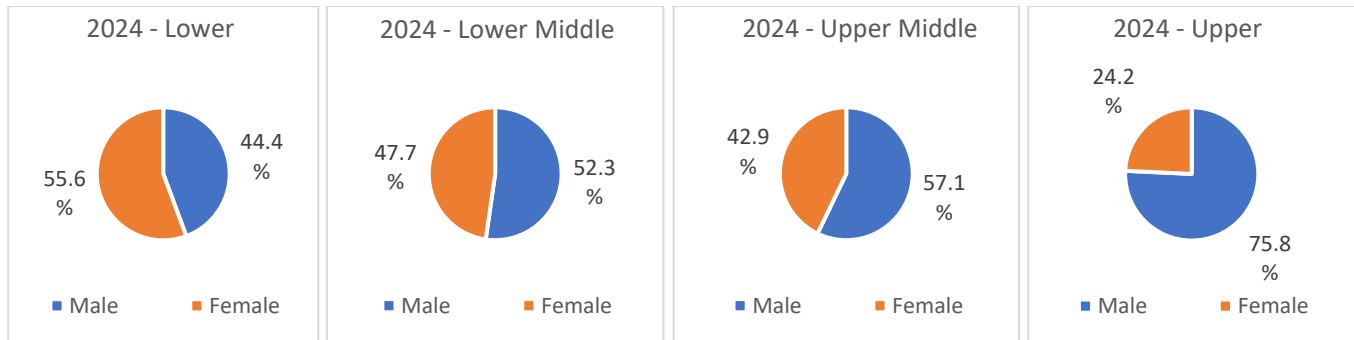
### PROPORTION OF EMPLOYEES RECEIVING A BONUS (2024)



Of the total of 294 people who received a bonus in 2024, 40%\* were female, similar to 2023, where 41% of employees with bonuses were females.

(\*119 females with bonus, which also represents 45.25% of all females in the company)

## DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY HOURLY PAY QUANTILES (2024)



Again, we are happy to report an increase in the number of female employees within our top two pay quartiles compared to 2023. In addition to recruitment and acquisitions, we attribute this to a number of female employees being promoted into leadership roles in 2023 (7 out of 8 female promotions were into Team Leader or Senior Managerial positions). We also continue to see a reduction in the proportion of female employees in our bottom two quartiles, providing a more equal gender spread.

In summary, both median and mean gender pay gaps continue to reduce, and in 2024, we have also seen a significant reduction in both the median and mean gender bonus gap. The distribution of female and male employees in the bottom two pay quartiles continues to level up, and we continue to see an increase in female employees in our upper pay quartiles. However, we recognise that there is more to be done and are committed to continuing to reduce both the pay and bonus gap, not only through recruitment but also through training and internal development opportunities, to increase the number of female employees in senior and leadership roles as well as commission attracting positions. We regularly review and analyse the number of male and female employees applying for and getting promotions, as well as the number of male and female employees leaving our company and their reasons. Over the next year, we plan to extend our evidence-gathering. To further support this, we continuously review and update our policies and processes in line with the market's best practices.

Martin Flick  
CEO