

At Pod, we're proud of the diverse mix of people that make up our team. We know that different perspectives, skills and experiences strengthen our work, and we're committed to creating an environment where everyone can thrive.

To achieve this, we take positive action—using data and feedback to shape fair and equitable policies, processes and initiatives. One way we do this is by measuring our gender pay gap.



What is the Gender Pay Gap?

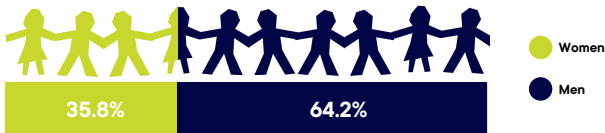
Under the UK Government's Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees need to report their gender pay gap. The gender pay gap shows the difference in the average earnings of men and women across an organisation, regardless of their roles or industry sectors. The statistics can be affected by a range of factors, including the different number of men and women across all roles right across the workforce. The **gender pay gap is different from equal pay**. 'Equal pay' is about men and women receiving equal pay for the same jobs, similar jobs or work of equal value. Equal pay for equal work across genders has always been central to our beliefs, and we are confident that we have sufficient review processes in place to make this happen.

There are two ways to measure the pay gap

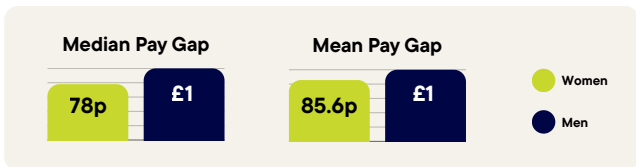
1. **Median pay gap:** The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between pay for the middle woman compared to the middle man.
2. **Mean pay gap:** The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within a company.

Relevant Employees (at 5th April 2025)

35.8% of all our relevant employees are women, an increase from 31.6% in 2024.



Hourly Pay Gap



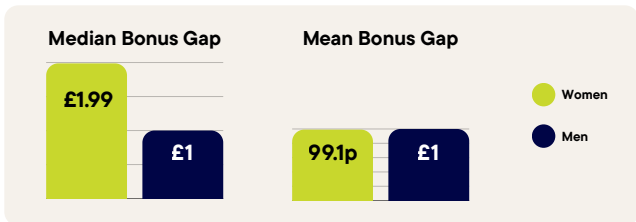
When comparing median hourly pay, women earn **78p for every £1** earned by men. This means our median gender pay gap has increased from **11.8% in 2024 to 22% in 2025**.

Looking at mean hourly pay, women at Pod earn **85.6p for every £1** earned by men, reflecting an increase in our mean pay gap from **8.15% in 2024 to 14.4% in 2025**.

The rise in both measures is largely due to our recent organisational redesign, which resulted in a significant number of our field team leaving the business. These roles were predominantly held by men and sat within the lower pay bands. Their departure has shifted the median pay for men upwards, creating a greater apparent gap between men and women at the middle of our pay distribution.

If this change in the underlying structure of the organisation hadn't happened, we estimate that the median and mean pay gap would have improved significantly to 1.1% and 5.5% respectively.

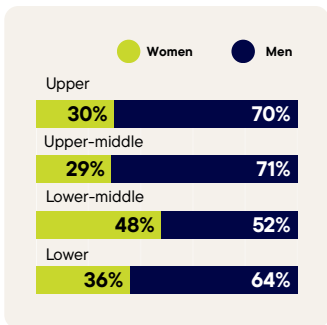
Bonus Pay Gap



29% of women received a bonus in 2025 compared with 35% of men. Bonus eligibility has fallen for both groups: women decreased from **41% in 2024**, and men from **54%**. Despite this overall decline, the **eligibility gap has narrowed from 13% in 2024 to 6% in 2025.**

We've seen improvements in both measures of bonus pay gap. The **median decreased from 27.5% in 2024 to -98.8% in 2025**, meaning that, on this measure, women received higher bonuses than men. The **mean fell from 9.2% to 0.9%**, indicating average bonus for is broadly comparable.

Pay Quartiles



Using salaries as at 5 April 2025, we divided our employee population into four equal pay quartiles to understand gender distribution across pay levels. During 2024/2025, we saw an increase in the number of women in the upper and lower-middle quartiles, alongside a decrease in the number of women in the lower and upper-middle quartiles. This shift reflects both internal mobility of women and the impact of new hires into higher-paid roles.

Key Facts 2024/2025

● Women
 ● Men

Bonus Eligibility



Women
29%



Men
35%

Pay Quartile Breakdown

Upper



Upper-middle



Lower-middle

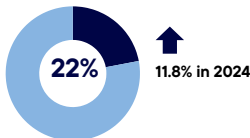


Lower

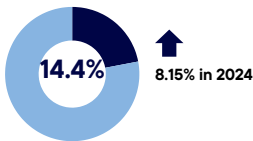


Hourly Pay Gap

Median Pay Gap



Mean Pay Gap



Bonus Pay Gap

Median Bonus Gap



Mean Bonus Gap



I confirm that the information and data provided is accurate and in line with mandatory requirements.

Ed Airey Chief People Officer