

A thick white curved line starts from the bottom left corner and curves upwards and to the right, ending at a dark blue circle.

Gender Pay Gap

Reporting period – 12 months prior to April 2023

Our gender pay data has been collected according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The information in this report has been calculated using the pay data for 875 colleagues and covers the 12 months prior to April 2023.

Creating an environment where all our colleagues are recognised for their contribution to CitySprint and can share in our success is a fundamental part of our corporate strategy.

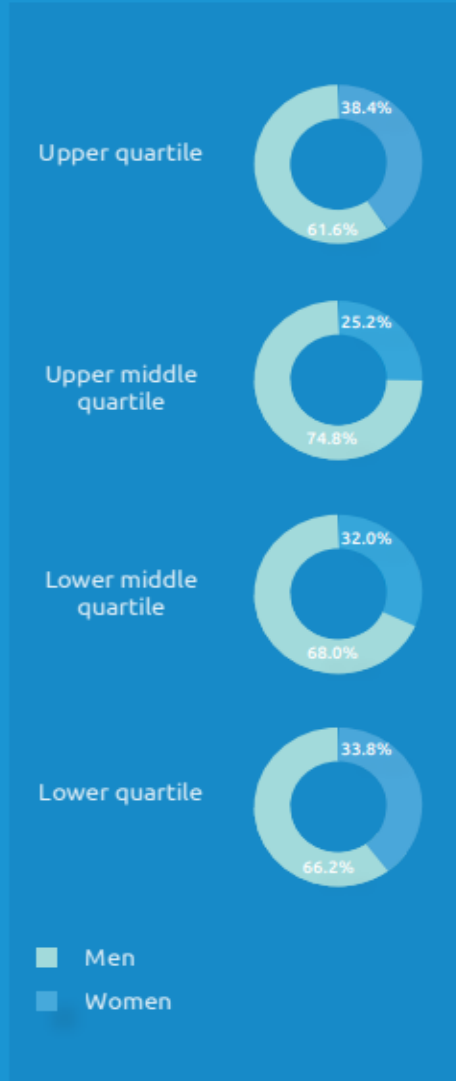
I can confirm CitySprint's gender pay gap calculations are accurate and meet the requirements of the regulations.

A handwritten signature in white ink on a blue background. The signature is stylized and appears to read 'Jon Stockton'. It features a large, looping initial 'J' followed by the name 'Stockton' in a cursive script. There is a horizontal line under the 'n' in 'Stockton'.

Jon Stockton, CEO

Analysis

Percentage of men and women in each quartile (based on hourly rate):



Mean pay gap

Mean is the average number and in this instance identifies the average % pay gap between men and women.

MEAN PAY GAP



MEAN BONUS GAP



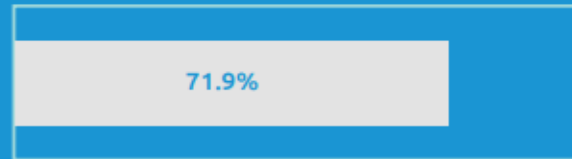
Median pay gap

Median is the halfway number and in this instance identifies the middle % pay gap between men and women.

MEDIAN PAY GAP



MEDIAN BONUS GAP



Colleagues who received a bonus (including commission)

% men and women who were paid a bonus

875

Employees



27.2%



592

Men
(68%)



54.1%



283

Women
(32%)