

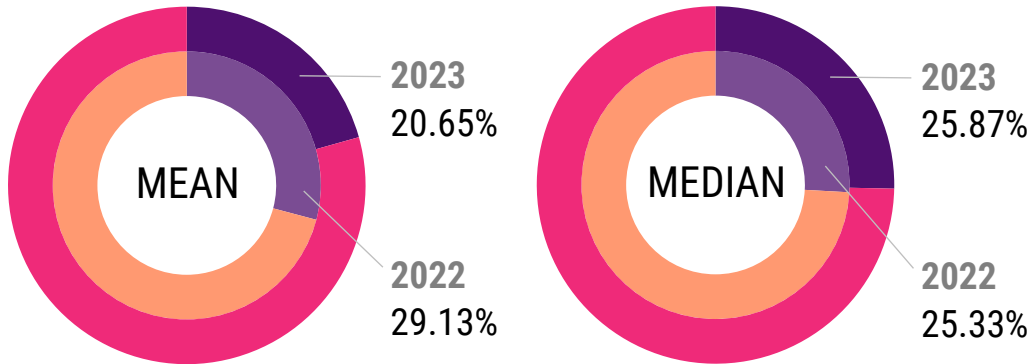


UK Gender Pay Report 2023



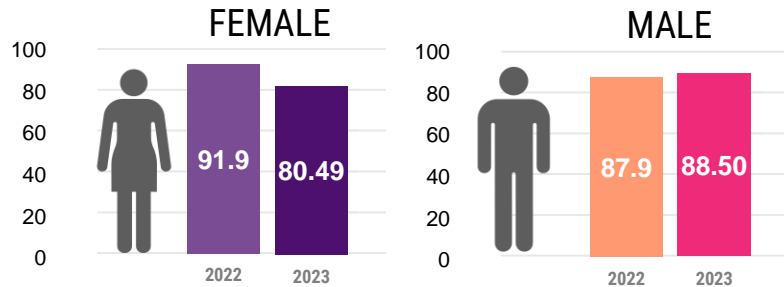
Circana's Gender Pay Gap

Percentage difference between male and female colleagues' (based in the UK) hourly rate of pay is largely driven by the number of male employees in senior roles and the proportion of female fieldworkers in the lower quartile.



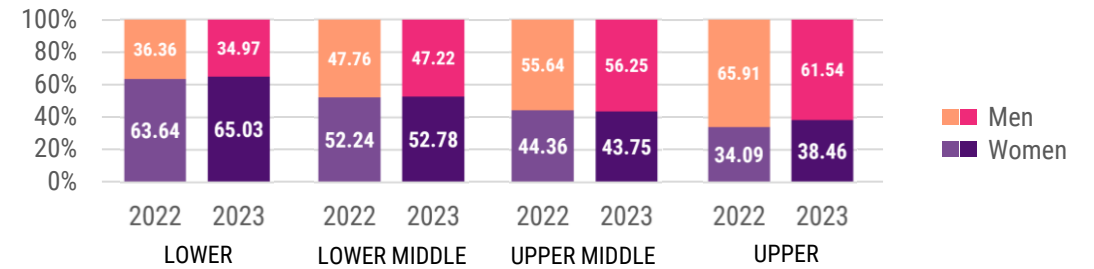
% of Employees Receiving a Bonus

All UK roles are bonus eligible with the exception of our Fieldworker team, this year 81% of new starters in the fieldworker team were female.



Pay Quartiles

This analysis shows that there are proportionally more male employees than female employees in the highest paid quartile. Female employees are concentrated in the lowest quartiles. This is heavily influenced by our field worker population who make up 25% of our total employee numbers and are concentrated in the lower quartile. The majority of our field workers are female.



Circana's Bonus Gap

