

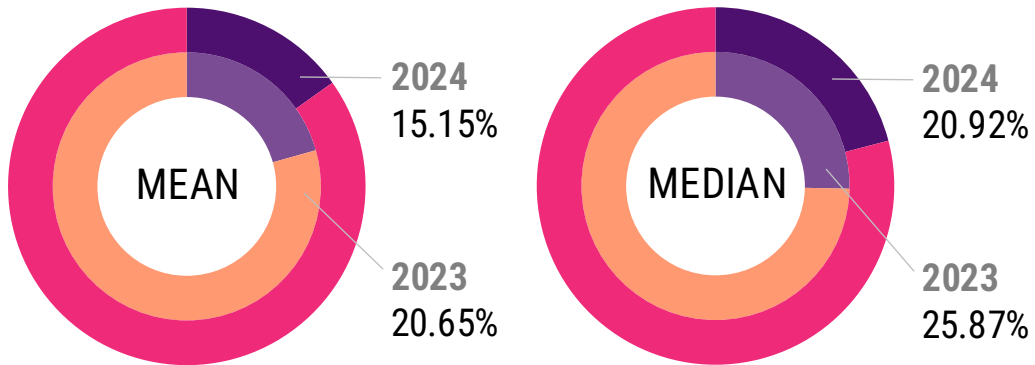


UK Gender Pay Report 2024



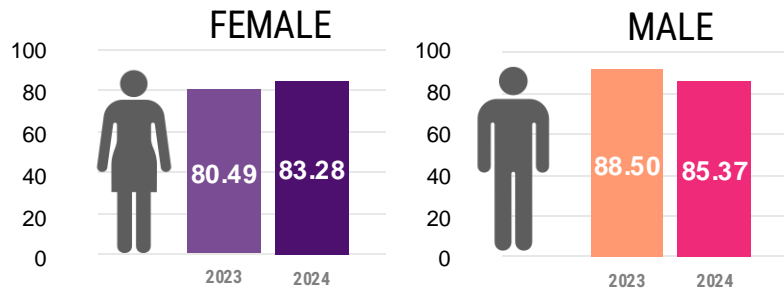
Circana's Gender Pay Gap

Percentage difference between male and female colleagues' 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.



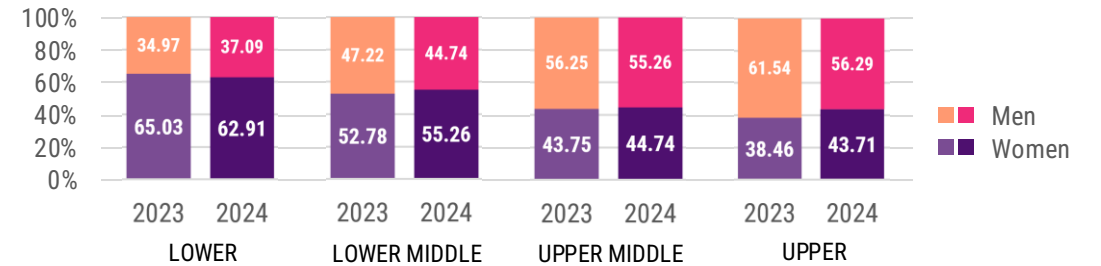
% of Employees Receiving a Bonus

All UK roles are bonus eligible with the exception of our Fieldworker team.



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

