



GENDER PAY GAP REPORTING

Companies with 250 or more employees are required to publish information about their gender pay gap as of 05 April each year. This report is on our gender pay gap as of 05 April 2023.

The legislation requires us to calculate and publish the following measure:

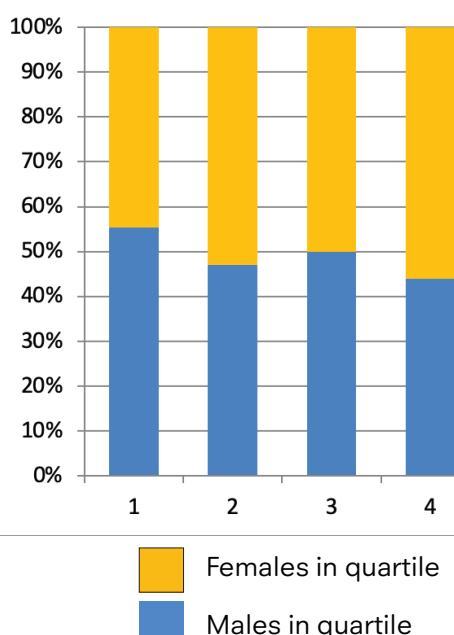
- Percentage gap in mean and median pay between men and women based on their average hourly pay rate in the pay period covering 05 April.
- The percentage gap in mean and median bonus paid to men and women in the twelve months preceding 05 April.
- The proportion of men and women who were paid a bonus.
- The proportion of men and women in each pay quartile.



THE FIGURES FOR REGATTA LTD AS AT 5TH APRIL 2023 WERE:

This report is on our gender pay gap as of 05 April 2023.

Percentage of men and women in each pay quartile



- The Regatta mean pay gap percentage as of 05 April 2023 was 15.5% and the median pay gap was 5.4%.
- 8 out of the top 20 salaried people were women, and 48% of the top quartile were women.
- With regards to bonus payments, the mean gap was 51%, down from 63% in 2022. This gap is primarily a reflection of the current gender mix in our sales teams, which have a sales related bonus scheme. The median gap in bonus was nil. The proportion of men receiving a bonus was 95.2% and the proportion of women receiving a bonus was 92.1%.

Regatta Ltd employed 1088 people at the time with a mix of head office, logistics and retail roles.

We continue to strive for further improvements in terms of gender pay and diversity, focusing on ensuring a fair, open, diverse and empowering workplace with opportunities for all our talented people.

I confirm that the data published in the report is accurate

Dr Orla Flynn
Chief Operating Officer