



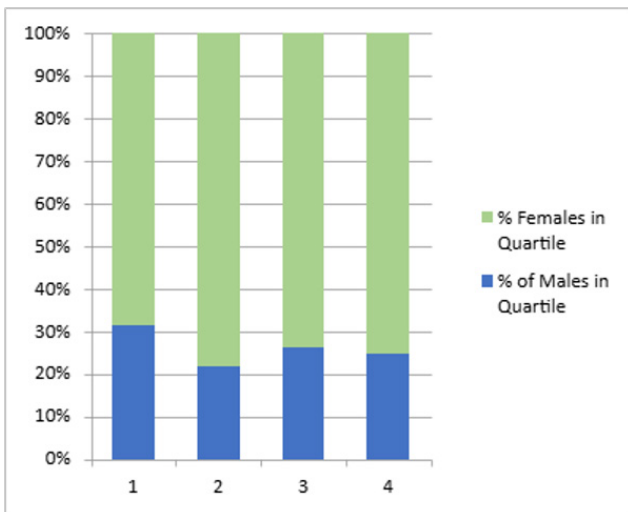
GENDER PAY GAP REPORTING

At Regatta Ltd, our values of Great Relationships and Entrepreneurial spirit are at the heart of everything we do. As a proud family-owned business, we believe in building a workplace where people are empowered to grow, contribute meaningfully, and thrive together.

We are pleased to report that, as of June 2025, our overall mean gender pay gap was 12.5% continuing our steady progress from 12.8% in June 2024, and 13.8% in 2023. The pay gap is due to the higher proportion of males in our Head Office Management and Sales roles, and a higher proportion of females in our retail stores, many of whom are part time.



Representation by quartile pay band



68.8% of the top pay quartile were women.

The mean pay gap for our retail stores, where the vast majority of our total 258 colleagues work, is just 1.7%, representing a more balanced distribution of pay across comparable roles.

The mean pay gap for part time employees is 2.2%.

The mean pay gap for employees on a temporary contracts is 16.3%. There are only 2 people on a temporary contract with the male colleague starting recently and having worked only Sundays and Bank Holidays.

Our median pay gap for all employees stands at just 0.2%, the same figure as last year.

For part time employees, the median pay gap was -0.3% and for the 2 employees on a temporary contract the median gap was 16.3%.

In terms of bonus payments, the mean bonus gap was 63%. This gap is primarily a reflection of the current gender mix in our Head Office sales teams who have an individual sales related bonus scheme. The median bonus gap was -45%. The proportion of males receiving a bonus was 70.1% and the proportion of females receiving a bonus was 73.3%.

20 colleagues, 12 females and 8 males, received a benefit in kind.

We will continue to strive for 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.

- Brian Fox
Managing Director
Regatta Great
Outdoors Ireland Ltd