

BOOJUM ROI - GENDER PAY GAP

Key Observations From Data:

The data for the 2024-2025 period shows a narrow mean Gender Pay Gap of 0.98, while the median gap is -1.1.

The paygap in ROI has been consistently reducing since 2022. This is due to an increasing number of females in upper quartile roles.

This is represented in a higher number of female GMs and KMs in ROI than males for the reporting period.

Median Gender Pay Gap has dropped from 0.09% in 2022-2023 to -1.10% in 2024-2025.

A negative median value in 2024-2025 means that the median female hourly pay is higher in ROI than the median male hourly pay for 2024-2025

In contrast, the Bonus Pay Gap is wider, with the mean gap at 12.16 and the median gap at 1.3.

When looking at who receives a bonus, a slightly higher proportion of females (52.39%) received a bonus compared to males (47.61%).

The gap suggests that while more females received a bonus, the males received higher bonuses.

For Benefits-in-Kind (BIK) pay, a significantly higher proportion of females (68.32%) received BIK pay compared to males (31.68%). This represents female SMT distribution in ROI.

The distribution across pay quartiles indicates that females make up the majority in the highest paying quartile (Upper Quartile: 60.53% Female, 39.47% Male) and the Upper-Middle Quartile (56% Female, 44% Male).

Males represent the higher proportion in the Lower-Middle Quartile (52% Male, 48% Female).

In the lowest paying quartile (Lower Quartile), females again make up a slightly higher proportion (53.33% Female, 46.67% Male).

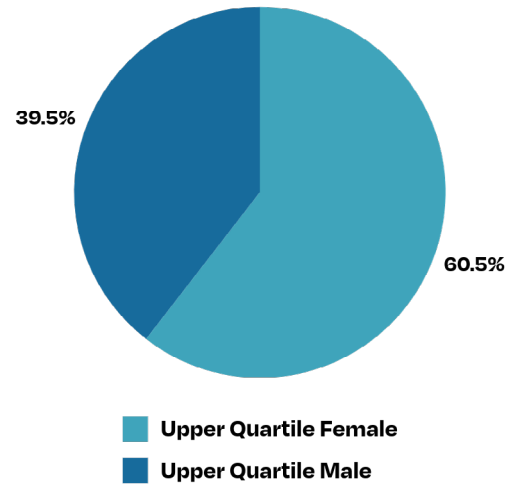
Metric	2022-2023	2023-2024	2024-2025
Gender Pay Gap	2.06%	0.47%	0.98%
Gender Pay Gap	0.09%	0.38%	-1.10%
Bonus Pay Gap	67.82%	28.85%	12.16%
Bonus Pay Gap	16.16%	0.00%	1.30%
Quartile Representation			
Upper Quartile	46.84%	48.39%	60.53%
Upper Quartile	53.16%	51.61%	39.47%
Upper-Middle	50.63%	50.00%	56.00%
Upper-Middle	49.37%	50.00%	44.00%
Lower-Middle	62.03%	54.10%	48.00%
Lower-Middle	37.97%	45.90%	52.00%
Lower Quartile	50.63%	54.10%	53.33%
Lower Quartile	49.37%	45.90%	46.67%

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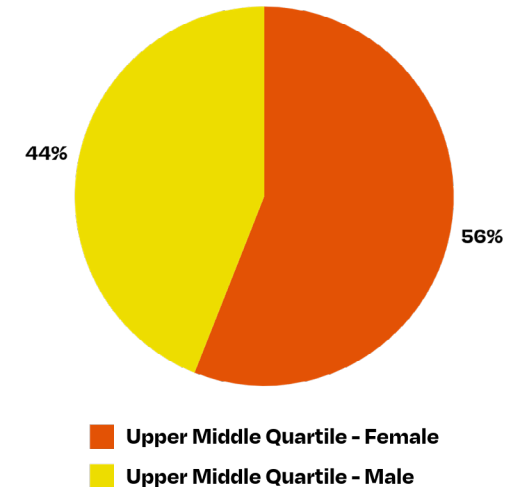
2024 - 2025	
Gender Pay Gap Mean:	0.98
Gender Pay Gap Median:	-1.1
Bonus Pay Gap Mean:	12.16
Bonus Pay Gap Median:	1.3
Bonus Pay Proportion Male:	47.61
Bonus Pay Proportion Female:	52.39
BIK Pay Proportion Male:	31.68
BIK Pay Proportion Female:	68.32
Upper Quartile Male:	39.47
Upper Quartile Female:	60.53
Upper-Middle Quartile Male:	44
Upper-Middle Quartile Female:	56
Lower-Middle Quartile Male:	52
Lower-Middle Quartile Female:	48
Lower Quartile Male:	46.67
Lower Quartile Female:	53.33

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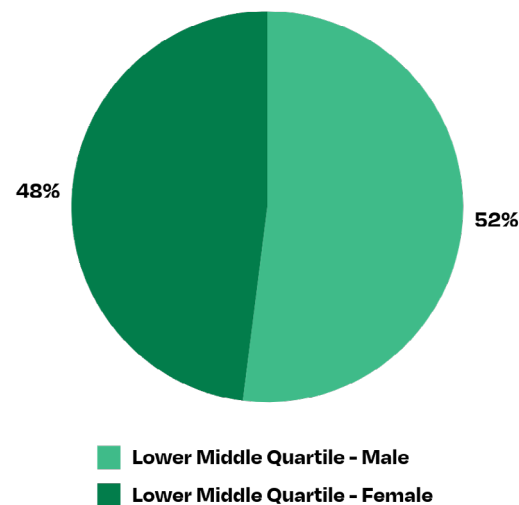
UPPER QUARTILE
2025



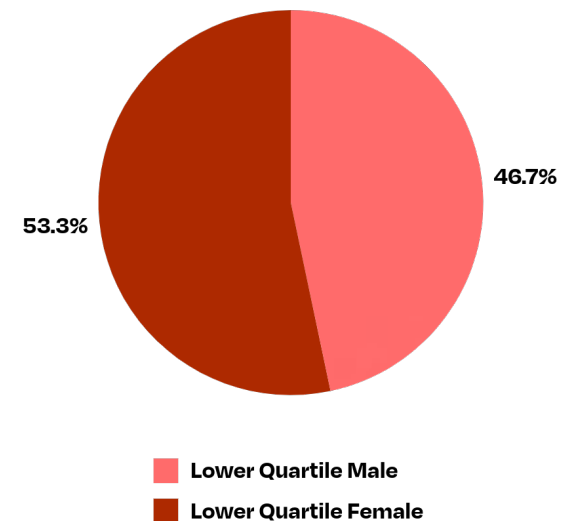
UPPER MIDDLE
QUARTILE 2025



LOWER MIDDLE
QUARTILE 2025

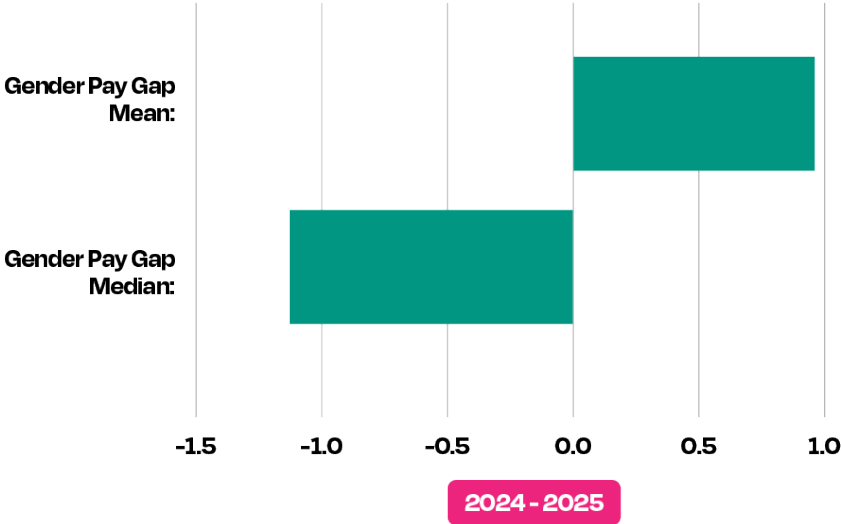


LOWER
QUARTILE 2025

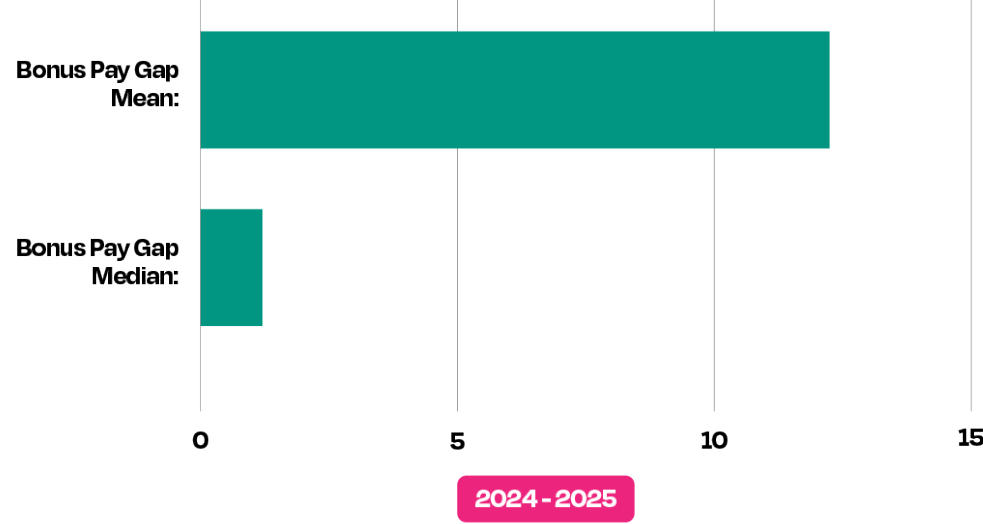


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GENDER PAY GAP 2025



BONUS PAY GAP 2025



BONUS PAY PROPORTION 2025

