

123-Reg Limited Gender Pay Gap Reporting

In line with our regulatory reporting requirements, the table below sets out the 123-Reg Gender Pay Gap results for the period from 2019/2020. Please see our explanatory statement for our comments on this data and our efforts to improve equality and diversity.

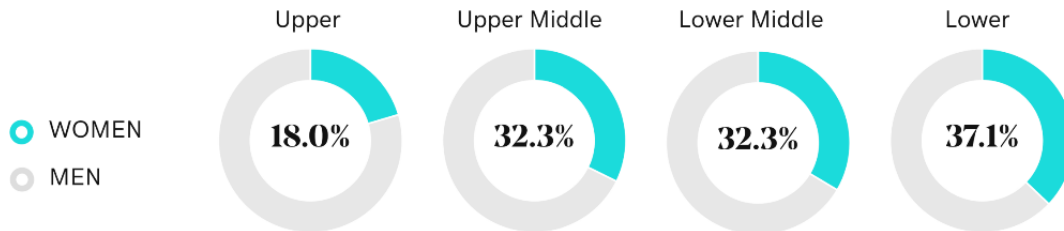
123 Reg Pay Gap:

The calculations below show our mean and median gender pay gap based on hourly rates of pay during the pay period that includes the snapshot date of 5 April 2020. The mean is the average, and the median is the middle number when hourly rates of pay are ranked from lowest to highest. The data does not take into account employees' specific roles or seniority, or how these impact pay.

| | Mean | Median | | Women | Men |
|----------------|-------|--------|--|-------|-------|
| Hourly Pay Gap | 16.6% | 18.1% | % Relevant Employees receiving a bonus | 64.1% | 73.1% |
| Bonus Gap | 58.1% | 40.2% | | | |

Pay Quartiles:

In the UK, we are also required to report on the percentage of men/women in each of our 4 pay quartiles. Our pay quartiles are generated by ranking employees' pay from high to low. This list is then divided into 4 quartiles, each of which will show the percentage of men and women in each pay quartile across 123 Reg



I confirm that the information contained in this report is accurate.

Nick Daddario, Director