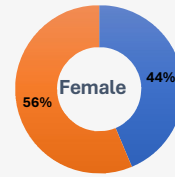
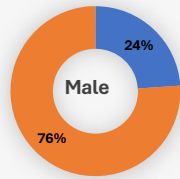


2024 GENDER PAY GAP REPORT

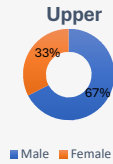
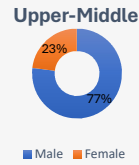
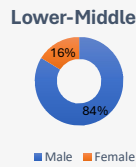
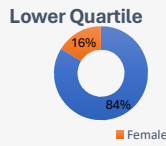
Scot Group Limited is committed to reducing the gender pay gap

Pay gap	Gender Pay Gap		Gender Bonus Gap	
	Mean	Median	Mean	Median
Women are paid:	8.0%	2.4%	18.3%	30.4%
	Higher	Higher	Higher	Higher

The proportion of males and females receiving a bonus payment



Pay Quartiles



The above charts show the number of male and female employees in each pay quartile, with approx. 252 employees per quartile.

At Switch/Thrifty we are committed to promoting equality and diversity amongst our workforce. We are confident that men and women are paid equally for doing equivalent jobs across the business. I can confirm the data within this report is accurate and has been prepared in accordance with the regulations.

M Fox
Finance Director
Michelle Fox