

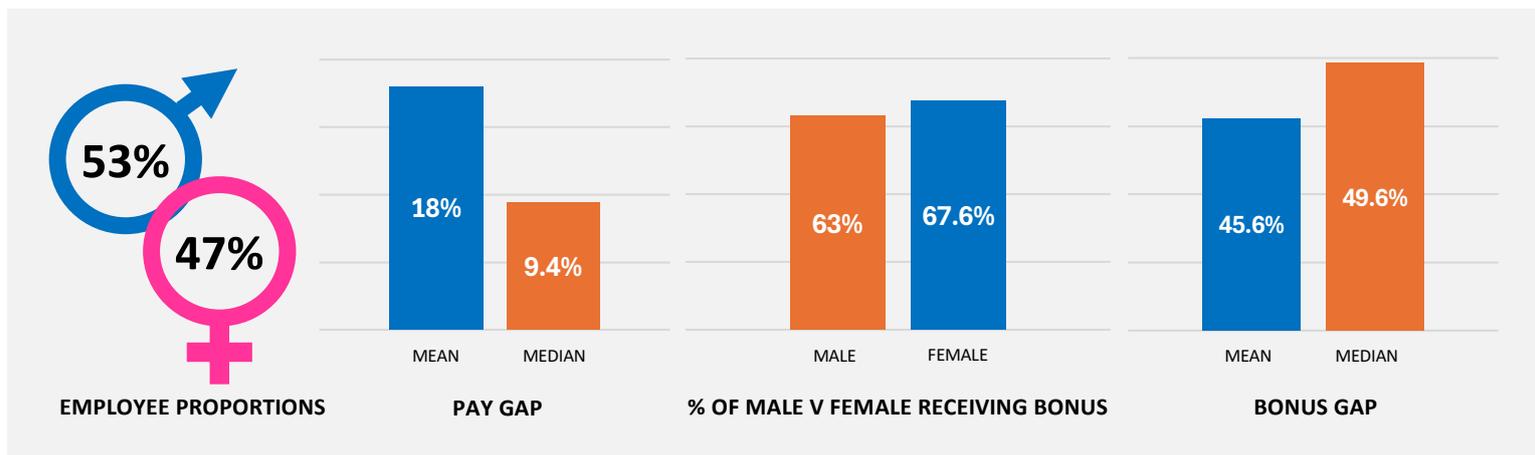
2025 Gender Pay Report

BOXPARK LTD - ALL

As an employer with 250 or more employees, BOXPARK Ltd must report its Gender Pay Gap as at the snapshot date of 5th April 2025.

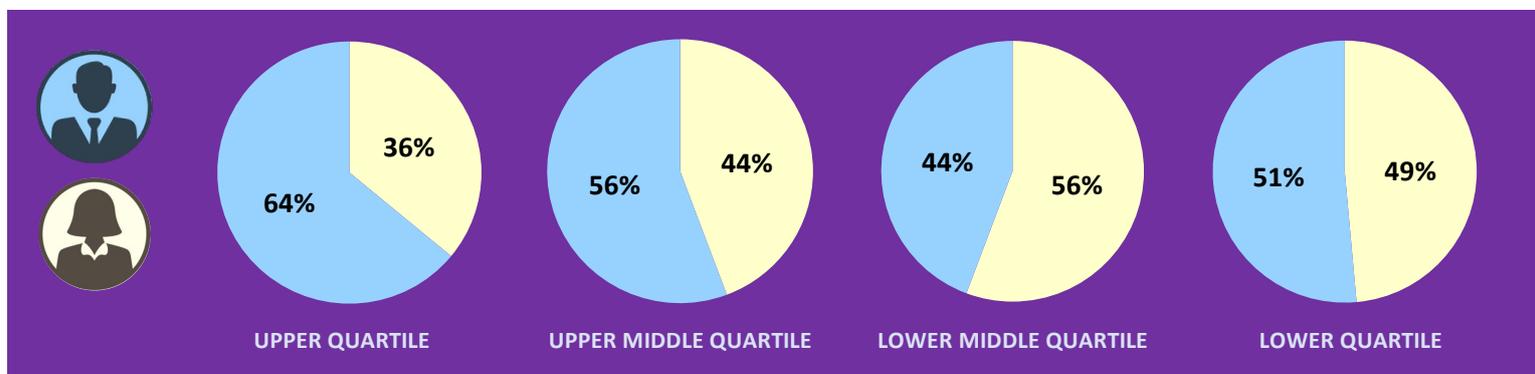
The charts below show the overall mean and median gender pay gap based on the 2 following pay elements:

- Hourly rates of pay for the pay period (April 2025) which includes the snapshot date, 5th April 2025
- Bonuses paid to men and women in the year up to the snapshot date.



Pay Quartiles

The charts below show the representation of males and females within each pay quartile. The proportion of males and females in the Upper Middle and Lower Quartiles are broadly in line with the overall company population of males and females, which as at the snapshot date was 53% male and 47% female. There are significantly more males in the Upper Quartile.



Pay Gap

- The mean (average) pay gap is higher than the median pay gap, as the mean (average) is impacted by outlying high and low values. The median pay gap is a better measure of the central tendency.
- The mean and median gender pay gaps for the reporting period are influenced by there being a greater proportion of males in higher paid senior roles in both Head Office and on the Sites.
- The estimated gender pay gap for April 2025 for companies using the 'Food and Beverage Service Activities' classification is 3.9% (mean) and 2% (median).

Bonus Gap

- Some Head Office employees received a bonus in the year up to the snapshot date. The bonus data for Site employees is TRONC for the year up to the snapshot date.
- The mean and median bonus gaps for the reporting period are influenced by there being a greater proportion of males in Management roles on the Sites which offer a higher percentage TRONC payment versus Front of House and Back of House roles.

The details provided conforms to the reporting requirements and the data provided is accurate.

BOXPARK Ltd

Gender Pay Gap Reporting Statement

Gender Pay Gap 2025

Under the Equality Act 2010, we are required to report on the pay gap between men and women.

For the reporting period of 2024-2025, which is based on data on the snapshot date of 5th April 2025, we had over 250 employees for the second year.

- On the snapshot date 53% of employees were male and 47% were female
- Mean gender pay gap - women earned 18% less than men
- Median gender pay gap - women earned 9.4% less than men
- Mean bonus gap - women earned 45.6% less bonus than men
- Median bonus gap - women earned 49.6% less bonus than men

The mean and median gender pay gaps for the reporting period are influenced by there being a greater proportion of males in higher paid senior roles in both Head Office and on the Sites.

Bonus payments were made to some Head Office employees in the reporting period. Bonus payments made to Site based employees is TRONC. Bonus (TRONC) payments are made relatively equally between men (63%) and women (67.6%). The mean and median bonus gaps for the reporting period are influenced by there being a greater proportion of males in senior roles on the Sites which offer a higher percentage TRONC payment versus Front of House and Back of House roles.

The number of males and females in each pay quartile are as follows:

Quartile	Males	Females
Upper	64%	36%
Upper Middle	56%	44%
Lower Middle	44%	56%
Lower	51%	49%

This data confirms that a significant reason for our gender pay gap is the higher proportion of men in all but the Lower Middle Quartile, and most significantly the Upper Quartile is made up of 64% males and 36% females.

We are fair and equitable employer and will be implementing the following initiatives to drive down the gender pay and bonus gaps:

- Review recruitment and promotions policies and activities, particularly for Senior, Specialist and Site Management roles aligned with core values.
- Review the criteria and distribution of our TRONC policy.
- Review Labour Turnover data to evaluate patterns of leavers across roles, departments and seniority.

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

Name: Ben McLaughlin

Position / Job Title: Chief Operating Officer