

Commitment to Equality

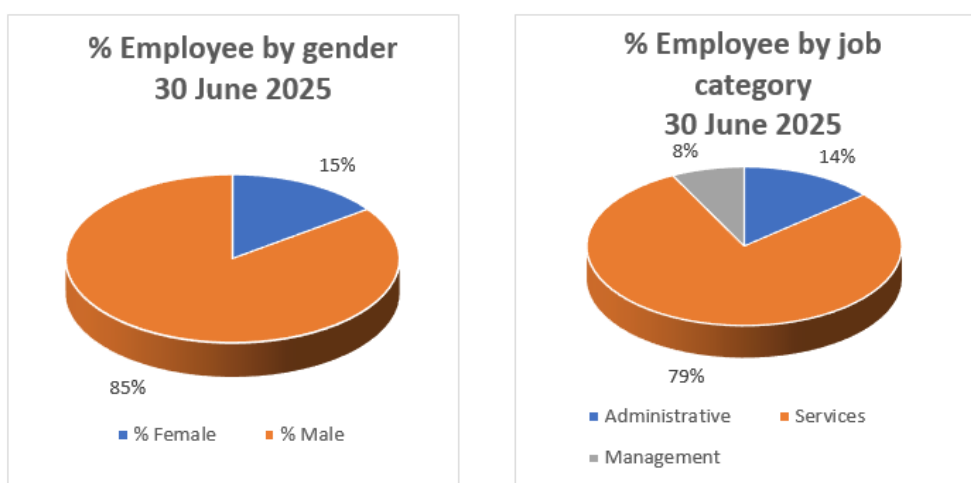
Wiser Limited is committed to promoting equality across all aspects of our work — in the delivery of our services and in the employment and development of our people. From 2025, *The Gender Pay Gap Information Act 2021* requires organisations with more than 50 employees to report on their gender pay gap.

At Wiser, we recognise that addressing gender pay differences is important not only within the workplace but also for wider society. Our people are at the heart of everything we do, and we are dedicated to fostering an inclusive culture where everyone has equal opportunities and feels valued for their contribution.

Reporting Overview

This report presents Wiser Limited's 2025 gender pay gap results. The data contained in this report is accurate as of the **snapshot date of 30th June 2025**, and covers the reporting period **from July 2024 to June 2025**.

As of June 30th 2025, Wiser Limited employed **80 full-time staff**. A breakdown of our workforce composition is outlined below.



Mean and Median Gender Pay Gap

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role, using their mean and median pay rates. This report identifies a mean (average) gender pay gap of 22% in favour of our female employees and a medium (middle) pay gap of 17% in favour of our female employees. As there are fewer numbers of females working in Wiser, statistically the mean and median hourly figure is more likely to be higher for the female cohort.

Bonus Pay Gap

We recorded a mean bonus pay gap of 177% in favour of our female employees and a median bonus pay gap of 0%.

83% of our female employees and 10% of our male employees received a bonus in the 12-month period.

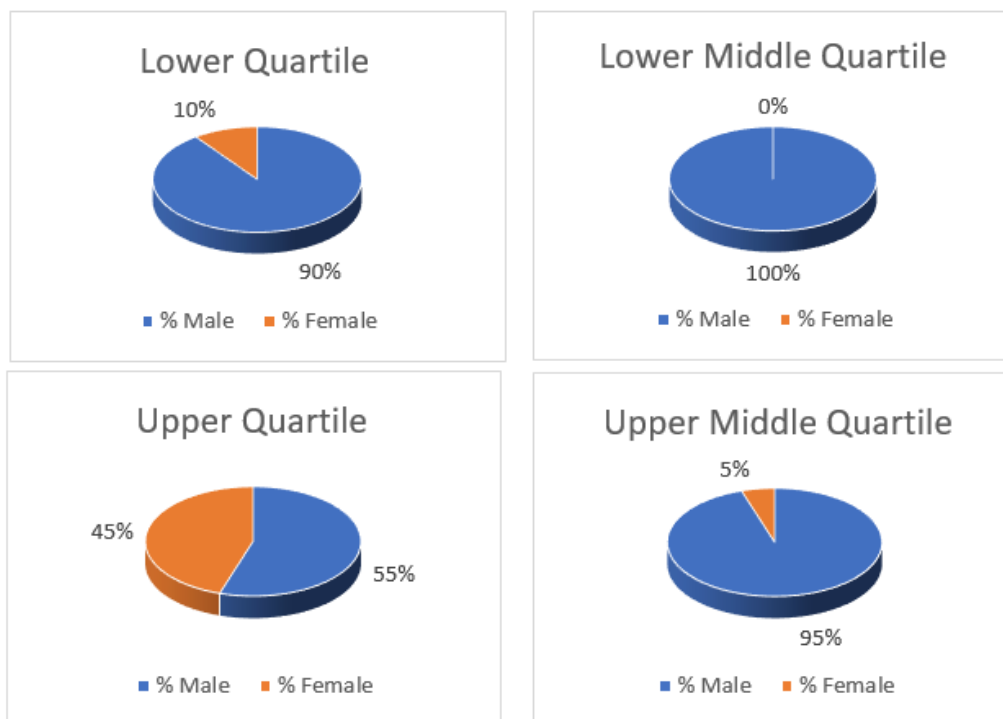
Benefits in kind

We recorded a mean BIK pay gap of 100% in favour of our male employees and a median BIK pay gap of 100% also in favour of our male employees.

9% of our male employees and 0% of our female employees received a benefit in kind payment in the 12-month period.

Pay Quartiles

The following charts divide our entire workforce into four equal quartiles and indicate how men and women are distributed across the organisation, from the lowest paid quartile to the highest paid quartile.



The split for each of the 4 quartiles shown above is broadly in line with our workforce demographics of 85% male and 15% female.

There is a higher proportion of males in the lower, lower middle and upper middle quartiles, however looking at the upper quartile we have a 55% male and 45% female split.

Action Plan

We review our recruitment process, as an equal opportunities' employer, we work to promote a culture of equality and we strive to embrace genuine equality of opportunity through our recruitment and selection process which are open to all.

We strive to ensure our policies support an inclusive and diverse culture and we foster an environment where everyone feels valued and respected.

We will continue to analyse data related to the gender pay gap in order to understand why differences occur and use those findings to develop action plans and initiatives to address any issues arising.