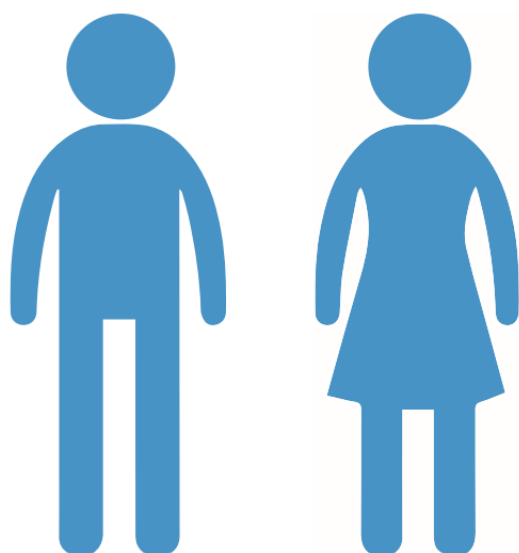


Gender Pay Gap Report 2023

From 6 April 2017 UK employers with more than 250 staff are required by law to publish their gender pay gap information in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands. These are Viewpoint's 2023 figures.



Mean Gender Pay Gap: 2.3%

Median Gender Pay Gap: -28%

Mean Bonus Gender Pay Gap: 0%

Median Bonus Gender Pay Gap: 0%

Proportion of Males and Females

Receiving a Bonus Payment:

Males 0% Females 0%

Proportion of Males and Females in each Quartile

| | | |
|-----------------------|--------|-------|
| Quartile 1 (lower) | Male | 35.8% |
| | Female | 64.2% |

| | | |
|------------------------------|--------|-------|
| Quartile 2 (lower middle) | Male | 26.4% |
| | Female | 73.6% |

| | | |
|------------------------------|--------|-----|
| Quartile 3 (upper middle) | Male | 17% |
| | Female | 83% |

| | | |
|-----------------------|--------|-------|
| Quartile 4 (upper) | Male | 28.3% |
| | Female | 71.7% |