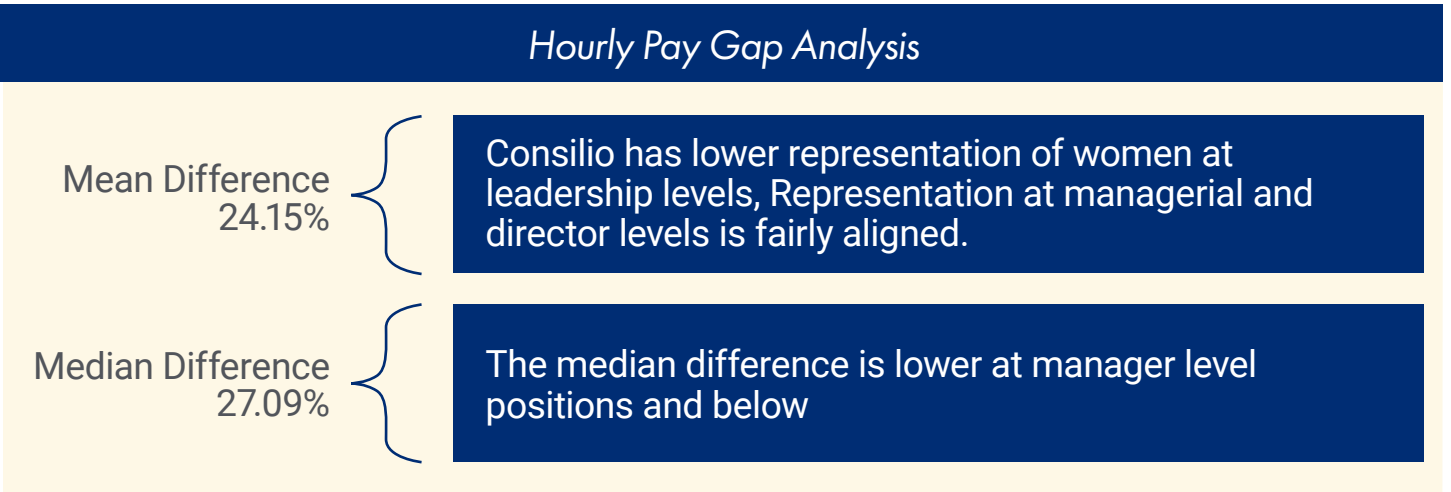
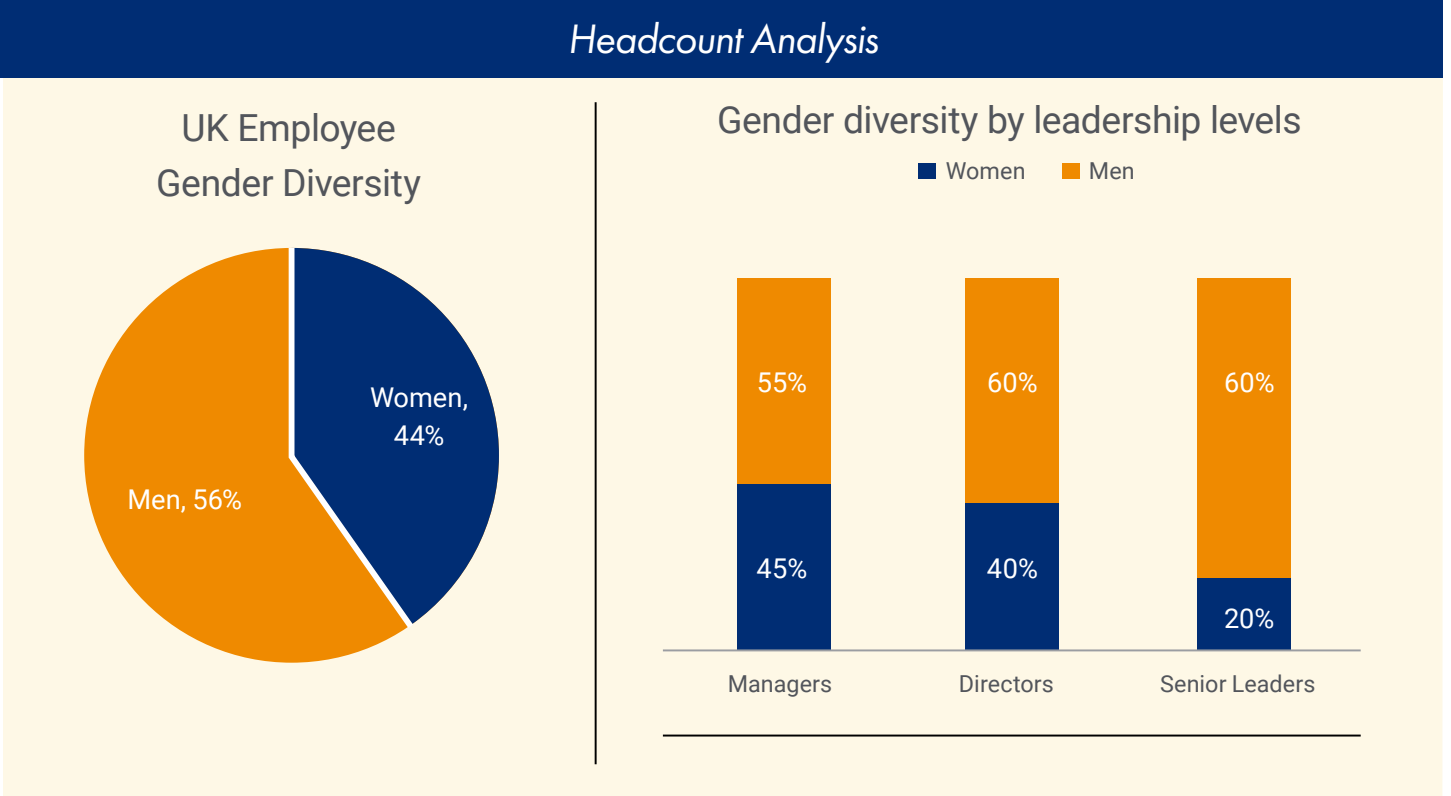


Gender Pay Gap Report 2023

Female Representation

For two consecutive years Consilio increased the representation of woman globally by two percent—women now comprise 41% of our global workforce. In the UK, women represent 44% of our employee base.

With respect to female leadership at Consilio in the UK, as of 5 April 2023, women represented 45% of managers, 40% of Directors and 20% of senior leaders (VP level and above).

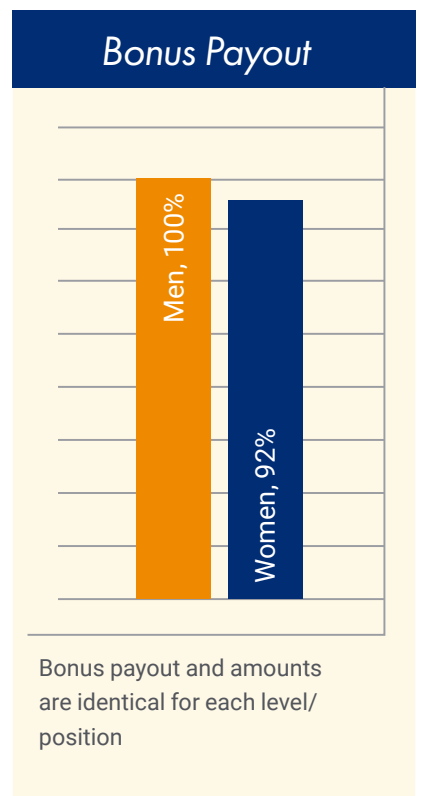
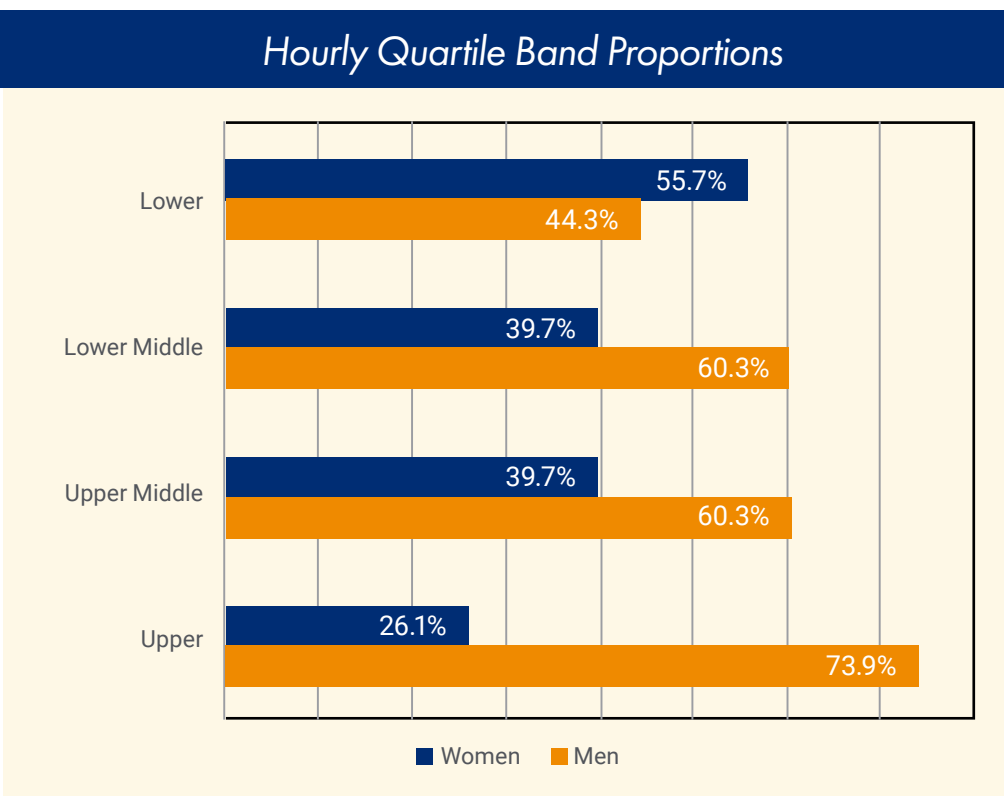


Increasing Women in Leadership

Consilio is committed to developing and promoting female talent, and we've formed initiatives to support that objective, including—

The Women's Mentorship Programme. Our WE-Together Women's Affinity Group leads this programme, which is designed to encourage professional development of women through a mentoring relationship focused on career growth, skill building, and substantive learning.

Consilio Leadership Academy. The CLA is a 12-month intensive leadership development global programme that brings together a diverse cohort of high-potential leaders to prepare them for future executive positions at Consilio. In 2022, 46% of the CLA class was women; in 2023, 42% of the class was women.



Initiatives to improve gender pay gap

| | | |
|---|---|---|
| <h4>Women's Mentorship Programme</h4> <ul style="list-style-type: none"> Designed to encourage professional development of women through mentoring | <h4>Consilio Leadership Academy</h4> <ul style="list-style-type: none"> a 12-month intensive leadership development global programme aimed at preparing for future executive positions In 2023, 42% of CLA class were women | <h4>Promoting Equity</h4> <ul style="list-style-type: none"> In 2023, we renamed our diversity programme from D&I to DE&I (Diversity, Equity & Inclusion). The renewed programme includes conducting pay gap analyses with to view to identify and address any disparities. |
|---|---|---|

Promoting Equity

In 2023 we adjusted the name of our Diversity programme, moving from "Diversity & Inclusion" to "Diversity, Equity & Inclusion." We made this change following extensive discussion among our leadership team about what "equity" means, and only after we felt confident that our programme now includes initiatives aimed at addressing equity in the workplace. One such initiative is our gender pay equity analysis, which will enable us to identify and address any disparities.