

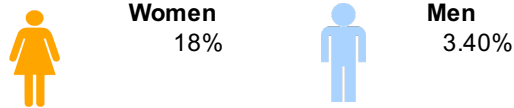
ENIGMA SECURITY SOLUTIONS LTD
GENDER GAP REPORT SNAPSHOT DATE: 05/04/2023
 The Company has 227 relevant employees

Pay and Bonus difference between women and men

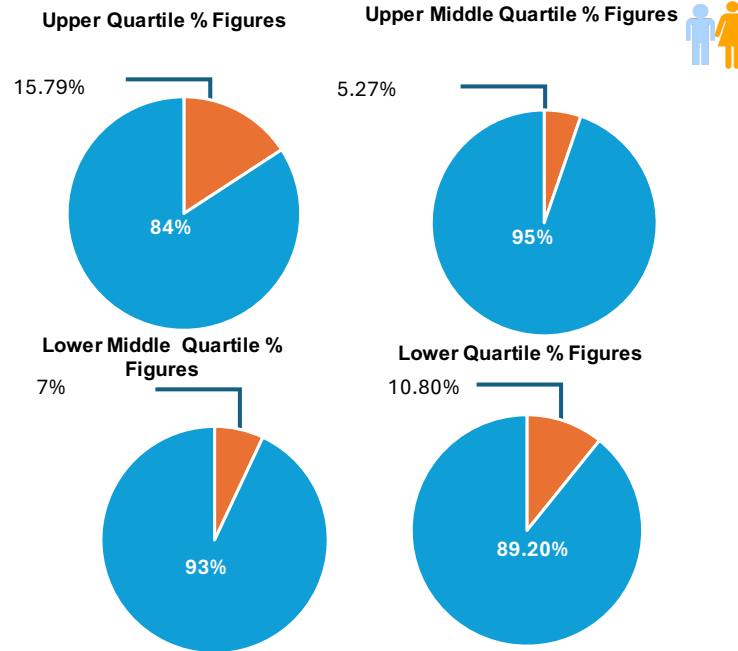
	MEAN	MEDIAN
Pay	13.70%	1.04%
Bonus	77.00%	50.00%

This chart shows the percentage by which men's average hourly pay is lower to women and men gets more bonus pay than women

Proportion of employees receiving a bonus



Pay quartiles across the business employees



As you will see, the industry is quite heavily male dominated, however the few females within the industry falls within all the quartiles. Most females have office based roles due to the nature of the business

Gender Pay Reporting requires our businesses to make calculations based on employee gender. We will establish this by using our existing HR and weekly/Monthly PAYE payroll records.

Statement of Accuracy

I hereby confirm that the information contained within this statement is accurate.

Mahendra Vekariya

February, 2024