

# ENIGMA SECURITY SOLUTIONS LTD

## GENDER GAP REPORT SNAPSHOT DATE: 05/04/2024

The Company has 300 relevant employees

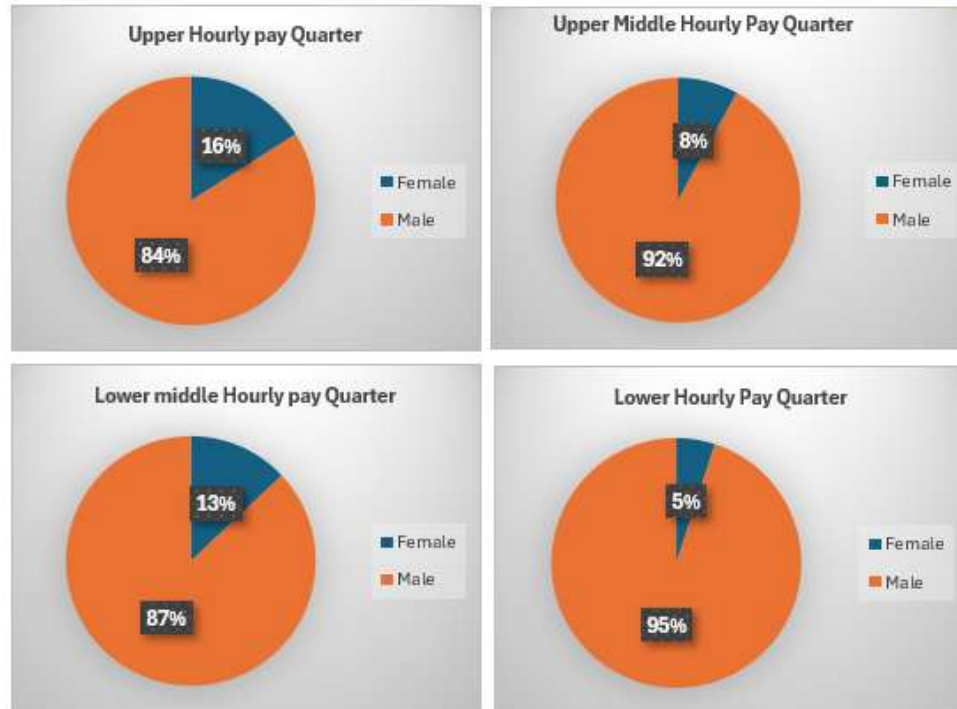


### Pay and Bonus difference between women and men

	MEAN	MEDIAN
<b>Pay</b>	12%	2%
<b>Bonus</b>	44%	100%

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

### Pay quartiles across the business employees



### Proportion of employees receiving a bonus



As you may notice, the industry is predominantly male-dominated. However, the women within the industry are represented across all quartiles. Many of these females are in office-based roles due to the nature of the business.

In accordance with Gender Pay Reporting requirements, our calculations is based on employees gender. This is achieved by using our existing HR records, along with our weekly and monthly PAYE payroll data.

### Statement of Accuracy

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

**Mahendra Vekariya**

March, 2025