

ENIGMA SECURITY SOLUTIONS LTD

GENDER GAP REPORT SNAPSHOT DATE: 05/04/2025

The company has 401 relevant employees



Pay and Bonus difference between women and men

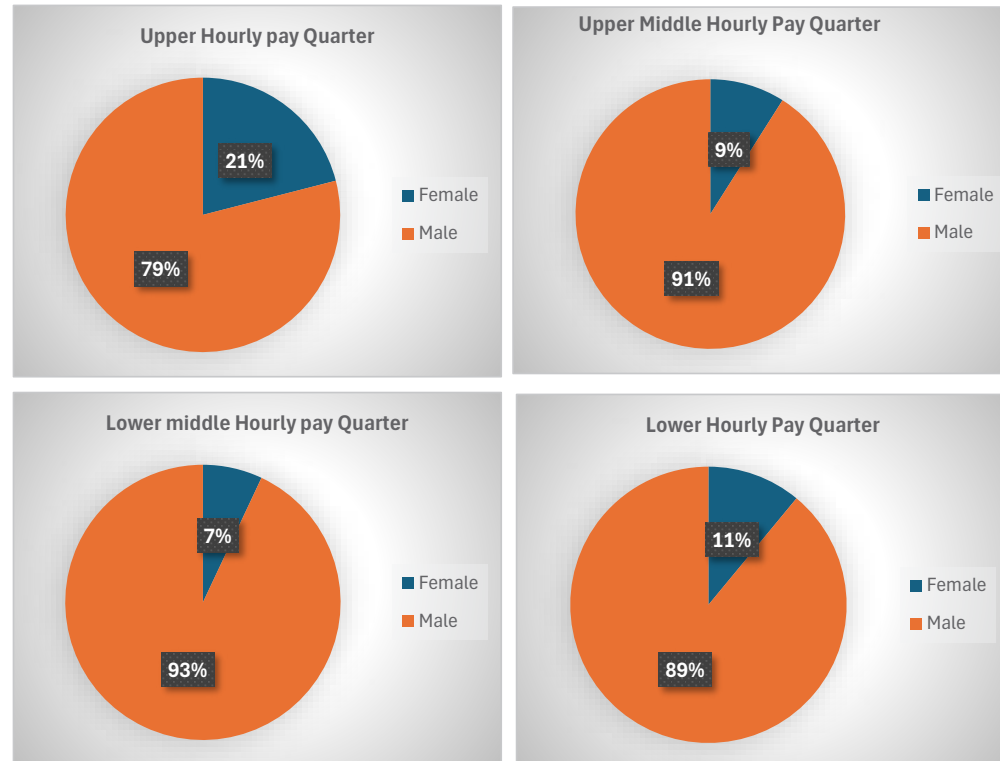
	MEAN	MEDIAN
Pay	10%	1.44%
Bonus	19%	50%

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

Proportion of employees receiving a bonus



Pay quartiles across the business employees



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

February, 2026