

Full-pay Relevant Employees										
WL + IO	Upper hourly pay quarter (4)		Upper middle hourly pay quarter (3)		Lower middle hourly pay quarter (2)		Lower hourly pay quarter (1)			
	Male	Female	Male	Female	Male	Female	14.00745299	Female		
	49.88%	50.12%	47.34%	52.66%	47.33%	52.66%	35.49%	64.50%		
45.53%		54.41%		48.37%		51.63%		38.43%		
61.57%		36.11%		63.89%						
Gender Pay Gap										
WL + IO	Headcount		Sum of hourly rate of pay		Mean			Median		
	Male	Female	Male	Female	Male	Female	Mean GPG	Male	Female	Median GPG
	776	948	14,933.15	16,047.81	€ 19.24	€ 16.93	12.03%	€ 15.19	€ 14.00	7.81%
782		999		14,153.30		17,038.50		€ 18.10		

Relevant Employees														
Bonus Pay Gap														
WL + IO	Bonus recipient headcount		Total headcount		% receiving a bonus		Sum of bonus payments		Mean			Median		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Mean GPG	Male	Female	Median GPG
	266	225	776	948	34.28%	23.73%	769,837.52	420,795.67	2894.126015	1,870.20	35.38%	1,231.00	834.50	32.21%
	222	258	782	999	28.39%	25.83%	524,670.48	629,461.55	2363.380541	2,439.77	-3.23%	1,000.00	1,000.00	0.00%