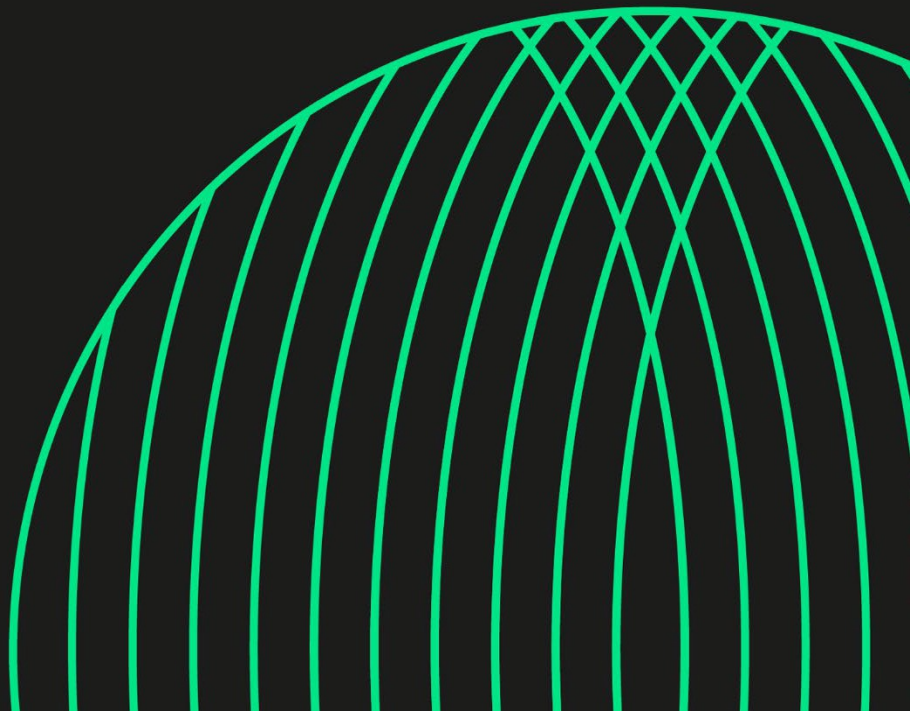

HH Global

Gender Pay Gap Report 2024

March 2025



Our commitment to equality, diversity and inclusion

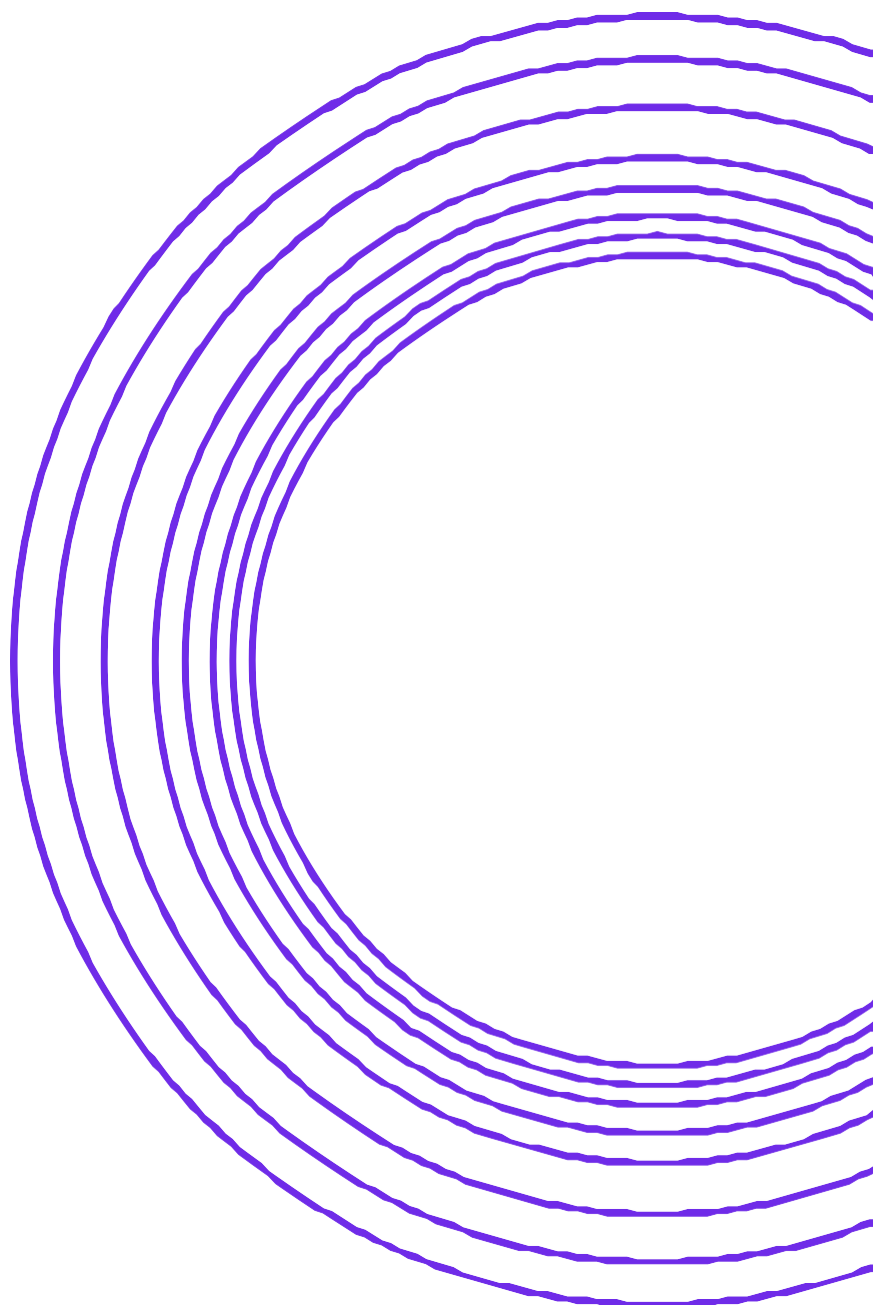
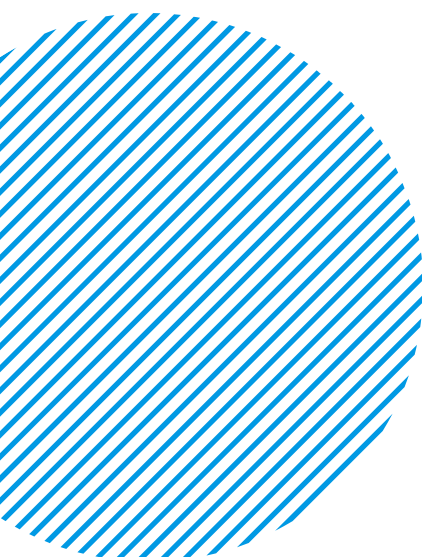
At HH Global we foster a culture where all individual differences and diversity are encouraged. We champion equal rights and opportunities for everyone and take a clear stance on all forms of discrimination.

Our commitment to employees is the assurance of fair treatment and reward, irrespective of gender. We do not discriminate unlawfully and are free from bias, ensuring equal pay for equal value.

Matt Cherry

**Chief Human Resources
Officer**

March 2025



What is gender pay gap reporting?

UK employers with more than 250 employees are required to publish their gender pay gap on a snapshot date of 5 April each year. This shows how large the pay gap may be between the mean and median pay of their male and female employees.

The following statement shows the gender pay gap and bonus gap at HH Global at the “snapshot date” of 5 April 2024 (for pay) and in the 12 months reference period to 5 April 2024 (for bonus).

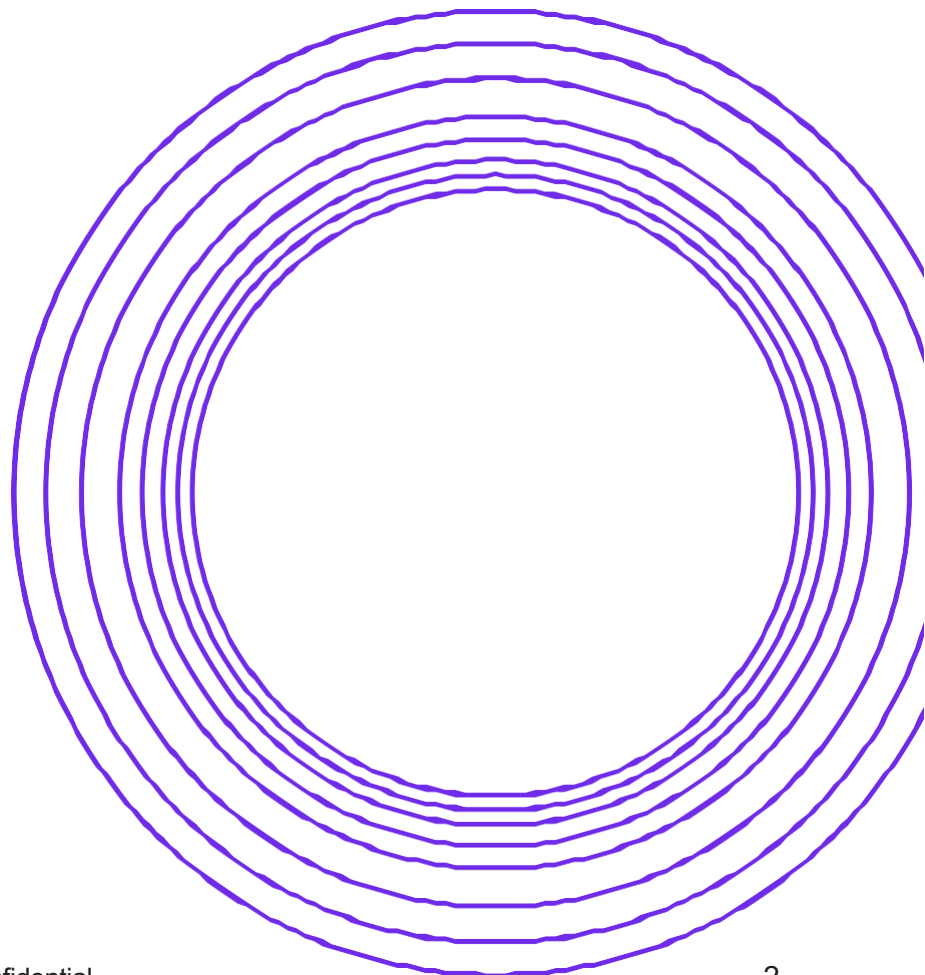
How is this different from equal pay?

Equal pay requires that men and women, who carry out the same or similar jobs or work of equal value, are paid the same. It is unlawful to pay people unequally because they are a man or a woman.

HH Global – reporting companies

To comply with the Gender Pay Gap reporting requirements, we have conducted the analysis of our gender pay gap by relevant UK legal entity. This report includes the following UK companies within the HH Global group that have 250 or more employees as at 5 April 2024:

- HH Associates Limited



HH Global Gender Hourly Pay Gap

The gender hourly pay gap calculations are based on 'ordinary pay' which includes: basic pay, allowances and pay for leave. It does, however, exclude: overtime pay, out-of-pocket expenses and any interest-free loans (e.g. season ticket loans).

HH Global gender hourly pay gap - mean and median

The HH Global mean and median hourly pay gaps are set out below. The hourly pay gap is based on a snapshot date of 5 April 2024 and is based on all relevant employees, including those working under a Service Agreement e.g. the HH Global, Global Board of Directors/Shareholders, based in the UK.

As a comparison, we have also set out the HH Global mean and median hourly pay gap, excluding those working under a Service Agreement e.g. the HH Global, Global Board of Directors/Shareholders, based in the UK. We believe that this gives a more representative figure of the hourly pay gap at HH Global.

The mean gender hourly pay gap		The median gender hourly pay gap	
HH Associates Ltd	18.95%	HH Associates Ltd	16.35%
HH Associates Ltd (excl Global Board or Shareholders)	17.28%	HH Associate Ltd (excl Global Board or Shareholders)	16.00%

Summary of HH Global gender hourly pay gap - mean and median

- The mean gender pay gap has decreased year on year.
- For comparison, we have also shown this calculation without the HH Global, Global Board/Shareholders

HH Global - Gender Bonus Pay Gap

The proportion of employees who received a bonus (split by gender) in the 12 months to the snapshot date (5 April 2024) is set out below.

		Total	Received a bonus	Did not receive a bonus	Received a bonus %	Did not receive a bonus %
HH Associates Ltd	Males	309	225	84	73%	27%
HH Associates Ltd	Females	321	230	91	72%	28%

HH Global gender bonus pay gap - mean and median

The below table sets the mean and median bonus pay gap for the 12 months to the snapshot date (5 April 2024).

	Mean gender bonus pay gap	Median gender bonus pay gap
HH Associates Ltd	32.58%	25.43%
HH Associates Ltd (excl Global Board/ Shareholders)	22.48%	25.00%

Summary of bonus gender pay gap

- For HH Associates, although there are more females than males receiving a bonus, the results show that males are paid a higher bonus than females

HH Global Demographics

Number of Male and Female employees

The gender split across HH Global UK is set out below.

	Males	Females
HH Associates Ltd	304	306

Salary quartiles

The following table shows the gender distribution across HH Global by salary quartile.

	HH Associates Ltd	
	Females	Males
Upper quartile	40%	60%
Upper middle quartile	43%	57%
Lower middle quartile	54%	46%
Lower quartile	63%	37%

Summary of salary quartiles

The number of females in the upper and upper middle quartiles has increased over the past four years.

Over the last 15 years, more women have entered the industry, as it moves to a more inclusive environment. We envisage, over time, that females who have entered the industry during this period will develop their industry experience and skills, thus making them as suitable as males for senior positions. This will result in closing the gender pay gap as it stands today.

How are we moving towards a zero gender pay gap

- We are proud that our Global Leadership Team has a 34% representation of females. Of this female representation 51% are based in the UK .
- With this platform to build on, we will continue to actively support our female employees to succeed and grow into senior positions across the business
- We will continue to apply best practice as part of our hiring processes, thus shortlisting a diverse set of candidates in all roles

