

UKG Pay Gap Reporting

United Kingdom 2024

The UK Government Equalities Office requires UK employers with 250 or more employees to publish certain information in respect of their gender pay gap. This is the report for the Kronos Systems Limited entity, in relation to the snapshot date of 5 April 2024.

Important Definition Distinction

The gender pay gap is a measure of the difference between the earnings of all men and all women.

This is different than *pay equity*. Pay equity compares the pay of different populations (such as men vs. women) to determine whether one group is paid significantly different than the other after accounting for neutral, job-related factors (such as role, level, skills or experience).

UKG's UK Gender Pay Gap

While the results indicate a pay gap when comparing all men to all women (regardless of role, level, skills or experience), UKG considers factors such as role, level, skills, experience or performance when determining pay.

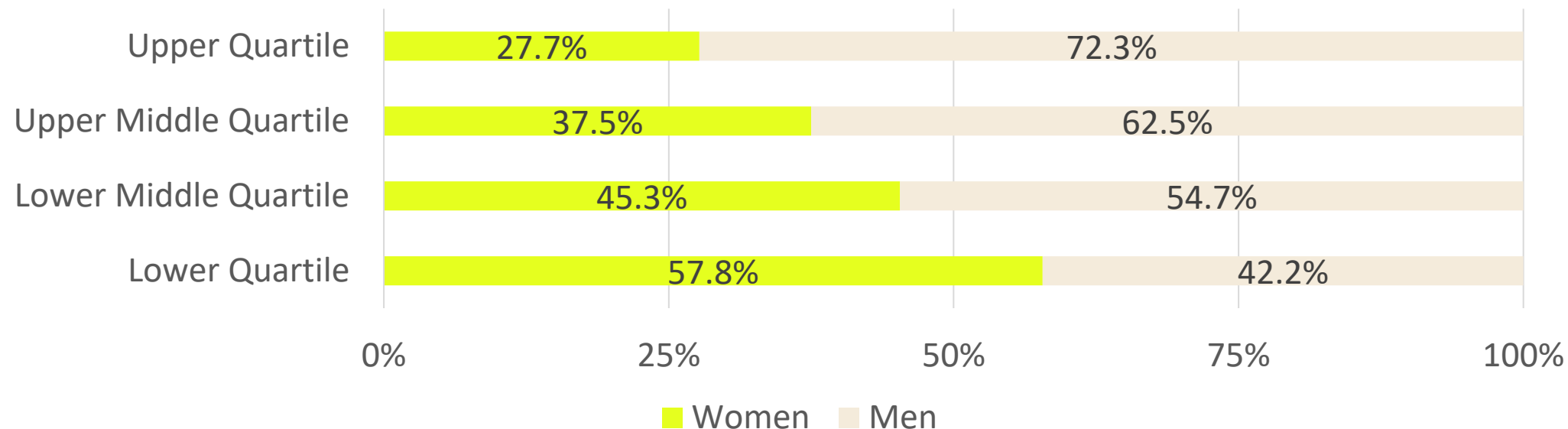
UKG's gender pay gap in the UK, is mainly driven by two things: lower representation of women in senior individual contributor and management level roles and a lower representation of women in sales roles. Focusing on creating pathways for women will create more equitable distribution and help us to eliminate this gap.

This starts with creating programs that not only attract a diverse workforce but enable employees of all backgrounds the same opportunities for success. Some of these programs and resources include Employee Resource Groups (ERGs), mentoring opportunities, unconscious bias training, flexible work arrangements, global benefit reimbursement program (which includes things like childcare reimbursements) and a paid parental leave policy.

The Results

01 Percentage of men and women in each hourly pay quarter

This calculation represents the percent of men and women in 4 equally sized groups, ranged from highest to lowest hourly pay. The quartiles are created based on the hourly pay of the employee population and are not related to UKG's salary ranges.



02 Mean (average) and median gender pay gap for hourly pay

The **mean** represents the difference between the average hourly pay of all women vs. the average hourly pay of all men. The **median** represents the middle of the distribution; it is the difference between the employee in the middle of the range of earnings made by men and the middle employee in the range of earnings made by women. These calculations do not account for role, level, experience or skills.

Mean (Average)	Median
29.6%	18.8%

03 Mean (average) and median gender pay gap for bonus pay

The **mean** represents the difference between the average bonus paid to eligible women vs. the average bonus paid to eligible men in the 12 months prior to April 5, 2024. The **median** represents the middle of the distribution. It is the difference between the employee in the middle of the range of bonuses paid to men and the middle employee in the range of bonuses paid to women in the 12 months prior to April 5, 2024. These calculations do not account for role, level, experience or skills.

Mean (Average)	Median
66.4%	38.2%

04 Percent of men and women receiving bonus pay

This calculation represents the percent of men and women who received a bonus in the 12 months prior to April 5, 2024.

Women	97.2%
Men	98.7%

Explaining the gap: The gap in average hourly pay and bonus pay is driven by a higher percentage of men in senior level roles, management roles and sales roles and exceptional awards granted to a limited number of men during the reporting period.

Declaration

I can confirm that the gender pay gap information published in this written statement and submitted to the Gender pay gap service is accurate.

Signed by:
Rosaria Sasso
C5B4F0D268F249E...

Rosaria Sasso
VP. Global Total Rewards