

## Why inclusion matters to us

### A note From Dan

DE&I remains a priority for Photobox and we track and monitor our progress throughout the year, not simply when reporting our annual Gender Pay Gap.

I am pleased that we continue to see step by step improvements year after year. We continue to focus on representation at the leadership levels of the organisation and whilst we still have some way to go to achieve 50/50 we have most positive strides in all teams, including those deemed to have a smaller female talent pool such as Tech and Manufacturing. I think we're proving that if you make it a priority and continue to support and strive better then you can achieve good results.

We are no means complacent and now that Photobox Group embarks on its next journey in the newly formed albelliPhotobox Group I am optimistic we can continue to prioritise our commitment to ensuring a diverse, equitable and inclusive workplace.

### A note From Jess

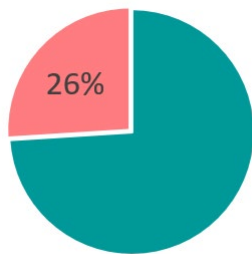
I am pleased that in a year where we are dealing with the uncertainty of Covid and the inevitable caution our business demonstrated relating to hiring and pay, we were still able to close the Gender Pay Gap. At a mean level this has improved by 1.1% and at median level by 7.3%.

I'm particularly happy that we have increased the number of females in the upper quartile pay bands by 6.37%. The gap for the proportion of female to male receiving bonus widened and this is clearly an area of focus for the future.

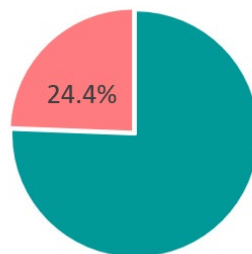
We knew that this would be a long term journey and I am pleased that we continue to chip away year on year.

## Our results for 2020/21

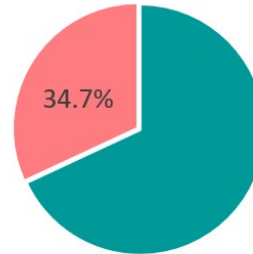
Salary Pay Gap Mean



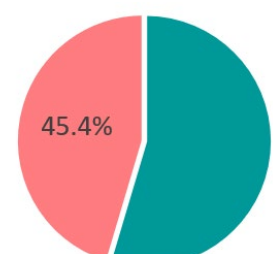
Salary Pay Gap Median



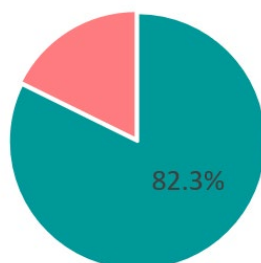
Bonus Pay Gap Mean



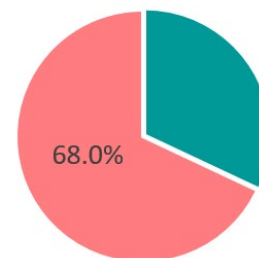
Bonus Pay Gap Median



Proportion of males receiving a bonus



Proportion of females receiving a bonus



Proportion of male and female employees in each salary quartile

|         | Upper | Upper Middle | Lower Middle | Lower |
|---------|-------|--------------|--------------|-------|
| Males   | 68.9% | 52.4%        | 45.6%        | 50.0% |
| Females | 31.1% | 47.6%        | 54.4%        | 50.0% |