

Why Inclusion Matters to Us

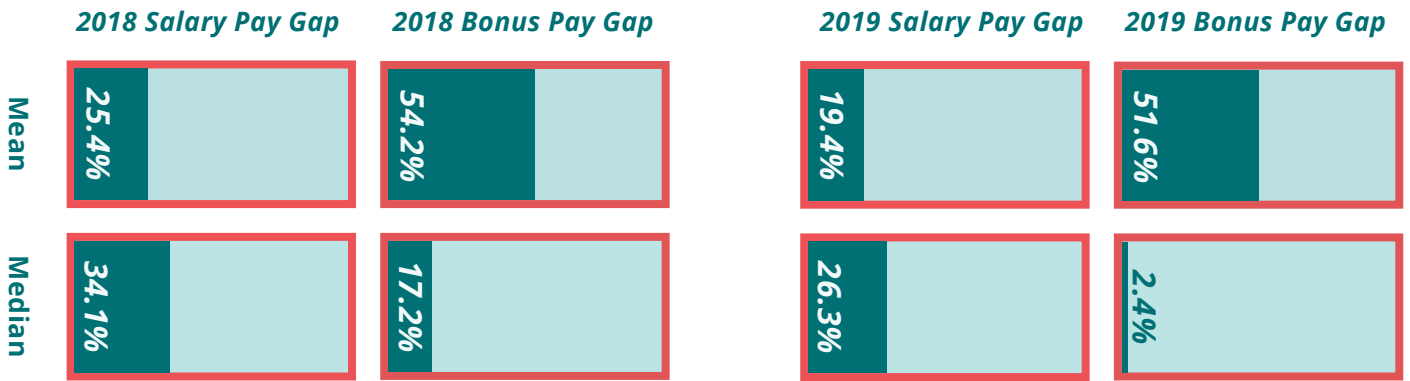
Dan Mucha - Interim CEO

"I am passionate about supporting diversity and inclusion in the workplace and specifically supporting women at all levels across Photobox Group. We have made some positive steps forward but have much more work to do. I feel confident our commitments over the next year will build on the progress we have made, as we continue to drive awareness and challenge ourselves to make better, more conscious decisions in the area of gender balance."

Jessica Collingwood-Terry - CPO

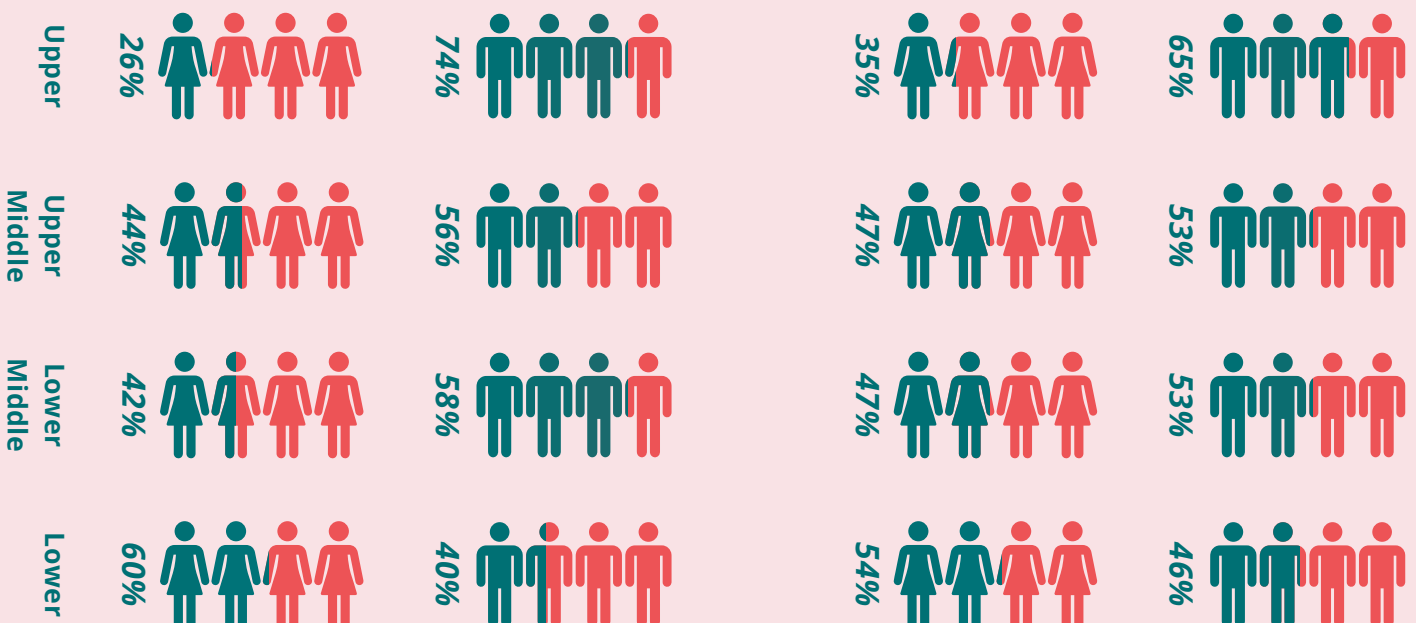
"Creating a culture which truly represents our customers and welcomes new and different ideas and experiences is a top priority in helping us succeed in a competitive market. This year we have a robust set of objectives and targets which will help us move toward gender balance in all areas of our business as well as continuing to close the pay gap."

Our Results for 2018 and 2019



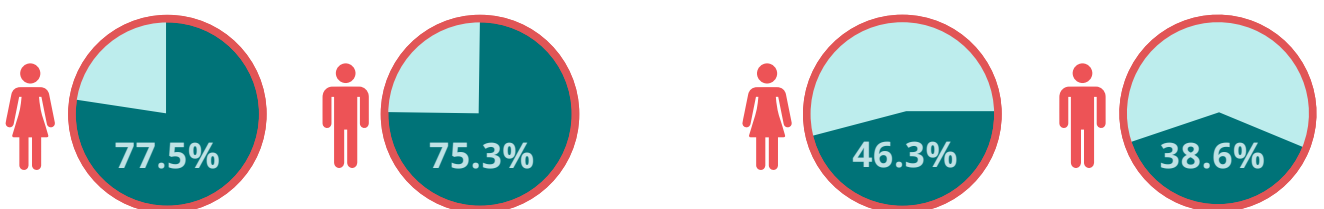
2018 % M/F Split

2019 % M/F Split



% Received 2018 Bonus

% Received 2019 Bonus



Our Ongoing Commitment

At Photobox, we believe in creating a diverse and gender balanced workforce and culture. A workforce that reflects our customers and a culture that encourages us to bring our true selves to work every single day.

Since our previous results were published we have seen a 6 percentage point drop in the pay gap largely delivered through more structured and informed decision making. Looking ahead, we are totally committed to removing our gender pay gap and will continue to work hard to close the gender pay gap and increase representation of women at all levels within the Company.

We are pleased to see our ongoing hiring efforts yielding positive outcomes with 47.7% female external hires into our business for the period April 2019 to March 2020. In the same period within Technology, traditionally a more challenging area to balance gender representation, we have seen improvement with 23% of new hires being female. Ensuring we have diversity at the forefront of hiring decisions will remain a key area of focus for us into the future.