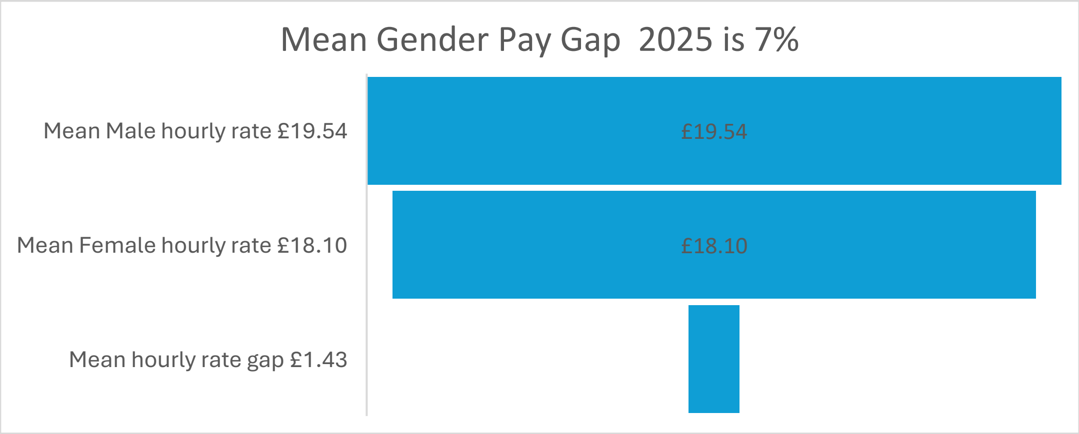
GENDER PAY GAP REPORT 2025

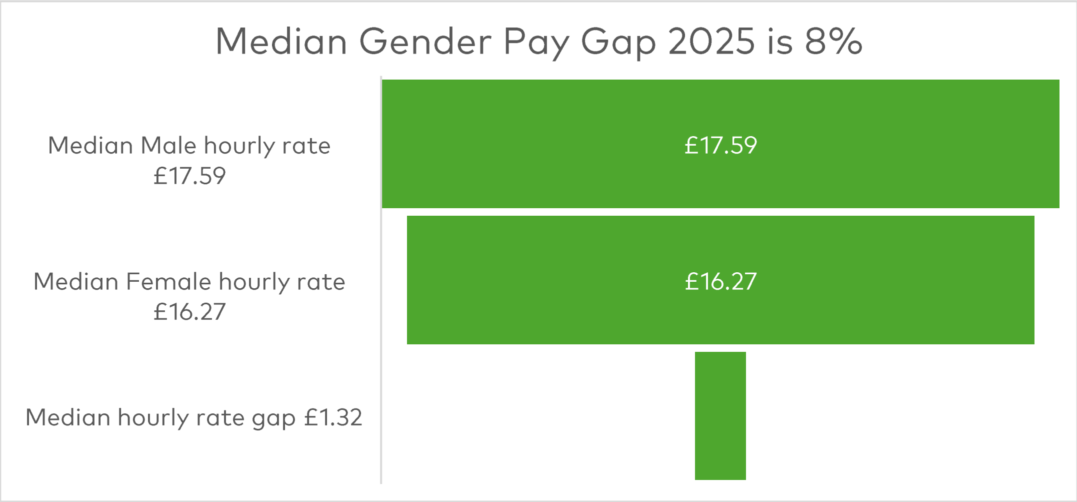
This the d&b solutions UK Ltd annual gender pay gap report for the snapshot date of 5 April 2025.This is the UK data for d&b solutions UK Limited only and does not include reporting for any other d&b UK trading entity. Data is based on a headcount of 253 males (84%) and 49 females (16%).

For the purposes of this report we use the term Team Member to define an employee.

Our mean gender pay gap is 7%.



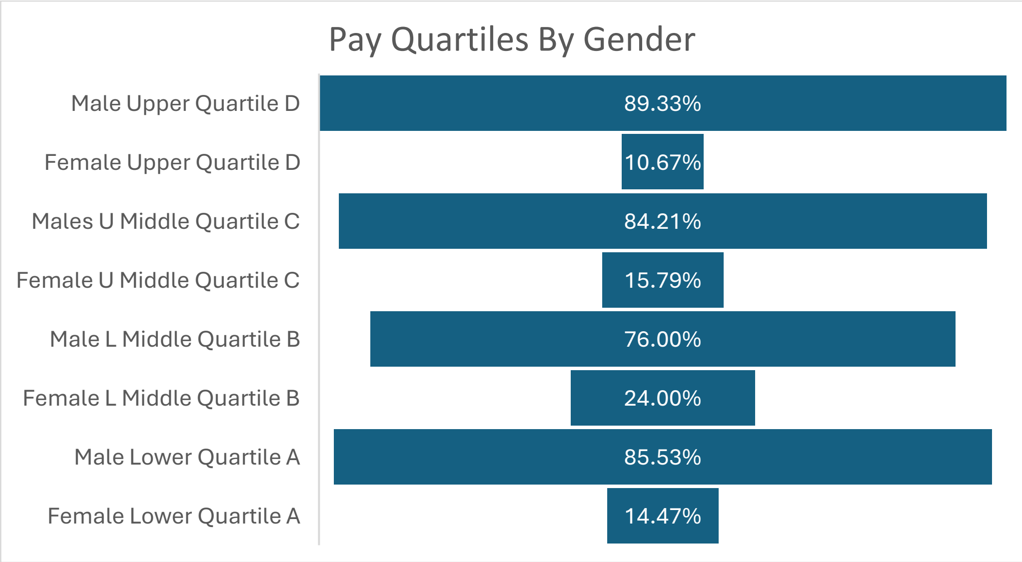
Our median gender pay gap is 8%.



Our mean and median gender bonus gaps are not applicable for 2025 as we paid no bonuses

Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of Team Members (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).



Bands	What is included in these bands?
A	All Team Members whose standard hourly rate is within the lower quartile
B	All Team Members whose standard hourly rate is more than the lower quartile but the same or less than the median
C	All Team Member s whose standard hourly rate is more than the median but the same or less than the upper quartile
D	All Team Member s whose standard hourly rate is within the upper quartile

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all Team Members, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying Team Members equally for the same or equivalent work. We:

- carry out regular pay and benefits audits;
- provide clear grading structures and HR parity and progression advice for all managers and staff members who are involved in pay reviews; and the People team review equal pay across the business and group
- evaluate job roles and pay grades to ensure fairness.
- continue to support remote and hybrid working models for roles where such working is possible in a number of departments and functions.
- encourage flexibility in working hours, split shifts and family working hours
- we actively support leadership and development and inclusion of women in particular and seek to employ "Women in Tech" wherever possible
- Of our three Directors (as at Apr25) one is female

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in distinct roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. We trade in a very technical environment that will increase the likelihood of having impact on any gender pay gap.

Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children.

This pattern from the UK economy as a whole is reflected in the make up of our organisation. Most line managers and senior managers are men.

How does our gender pay gap compare with that of others?

According to the ONS data released in October 2025, the gender pay gap has been decreasing slowly over time; over the last decade it has fallen by more than a quarter among full-time employees, and in April 2025, it stood at 6.9%, down from 7.1% in April 2024. With our mean Gender Pay Gap sitting at 7% we are in line with the national average.

In April 2025, the ONS states the Gender Pay Gap is largest for

- skilled trades occupations (13.9%)

- associate professional and technical occupations (12.5%)

Our median Gender Pay Gap at 8% is significantly lower than these comparable industry sectors.

What are we doing to address our gender pay gap?

Since our 2024 report we have significantly reduced the median pay gap, from 16% to 8%. This is largely due to a change in pay profile across and paid to higher earners.

We are still committed to reducing the gap for future years. However, this continues to be a challenging task. For example, we have very limited influence over what people choose to study or the career choices that they make and the consequences of this become evident when recruiting externally.

So far, we have taken the following steps to promote gender diversity:

- **Creating an evidence base:** To find any barriers to gender equality and to help us make priorities for action, we are now monitoring to understand:
    - the number of men and women leaving our organisation and their reasons for leaving;
    - the number of men and women in each role and pay band;
    - the number of men and women working flexibly and their level within our organisation;
    - the number of men and women who return to their original job after maternity or other parental leave; and
- **Encouraging flexible working:** Following our changes to the flexible working policy in 2024, we continue to embed and encourage people to work flexibly and strike the right balance between home and work life. We consider requests from **all** Team Members to formally work flexibly, regardless of their role and level of seniority, and that flexible working is not just part time working, and from day one.
- **Supporting parents:** We support Team Members with KIT days and balancing a phased return to work after on a flexi basis, sometimes using accrued leave on a weekly basis to allow for part time working for a period of return. We also consider return to work on a part time basis wherever operationally possible.

By themselves, none of these initiatives will remove the gender pay gap, however they help us retain and encourage our desire to be an inclusive employer.

Every year we will continue to tell you what we are doing to reduce the gender pay gap and the progress that we are making.

Over the next year, we will

- Continually review our pay and grading structures to ensure parity amongst genders
- Review data, policies and practices with "Your Voice" (employee forum) and consider any improvements that will affect gender diversity- we have published internally our Menopause policy, and updating our Parental leave policies in 2026.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Melissa Bannister, Head of HR and People Development confirm that the information in this statement is accurate.

This report is agreed and endorsed by the d&b solutions UK Ltd Senior Leadership Team.

February 2026