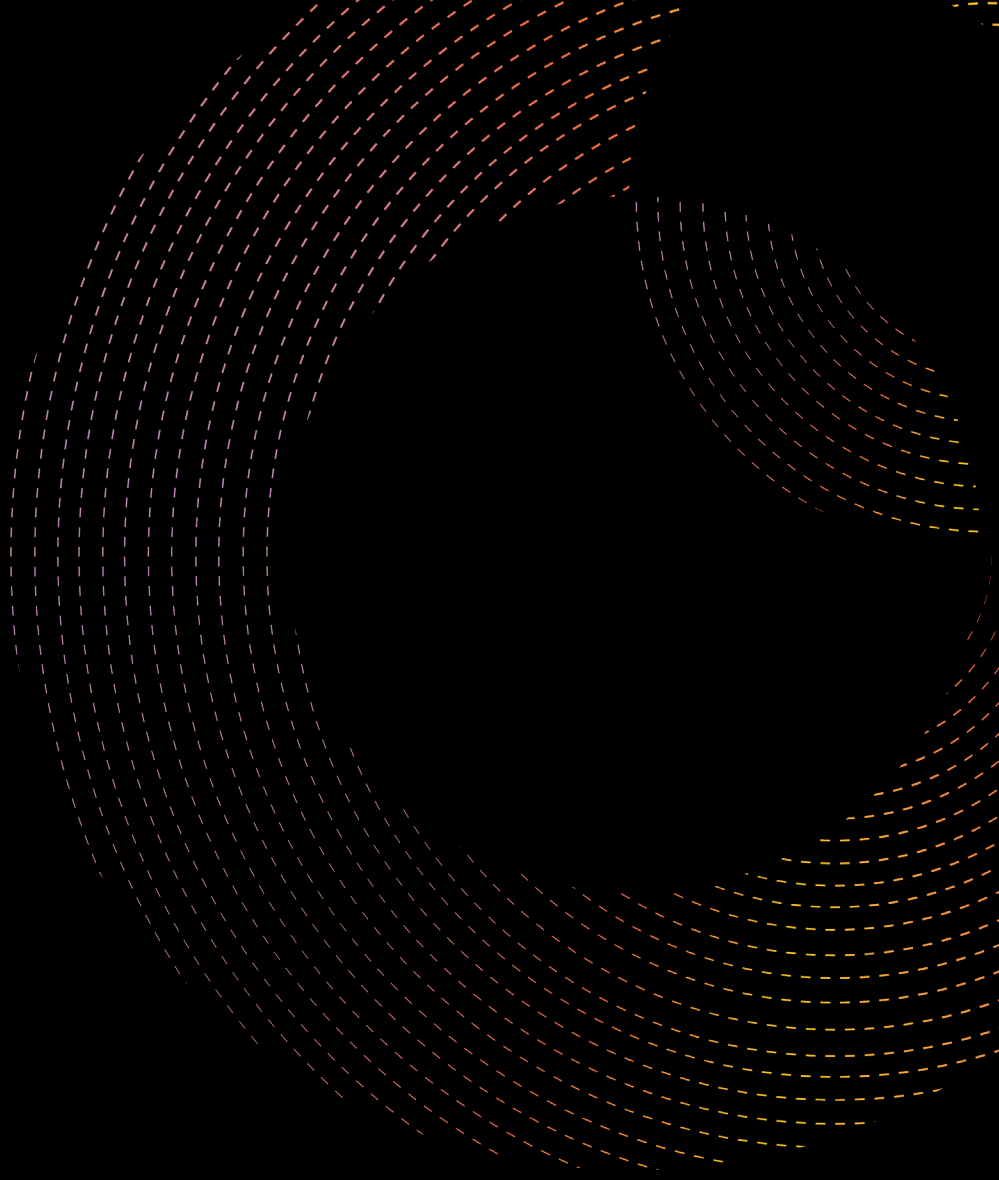




2024 Gender Pay Gap Report





Introduction

At Ocuco, we believe in fostering an inclusive, equitable workplace where every individual can thrive. This report presents our gender pay gap figures, explains the context behind them, and outlines our future commitments.

Transparency is key — we are sharing our results openly as we continue to ensure that our employees, no matter their gender, are paid fairly and competitively. To achieve this, we review compensation annually for all roles to ensure consistency in rewarding quality and achievements.

Ocuco Gender Pay Gap: Key Reporting Metrics 2024

Figures are based on a snapshot of data from 30 June 2025 and the preceding 12 months.

Full time employees (Male to Female)		Full time employees (Male to Female)	
Mean Pay Gap	Median Pay Gap	Proportion Receiving a Bonus	
9.62%	11.97%	10% Male	20% Female
Mean Bonus Gap	Median Bonus Gap	Mean Pay Gap	Median Pay Gap
24.58%	-11.11%	2% Male	2% Female

Part Time Employees (Male to Female)		Temporary Employees (Male to Female)	
Mean Pay Gap	Median Pay Gap	Proportion Receiving a Bonus	
46.93%	46.93%	29.51%	0.00%

Salary Quartiles

Salaries are divided into four equal parts, each representing 25%. Top quartile represents the highest 25% of salaries, lower quartile represents the lowest 25% of salaries.

Top Quartile



Upper Mid Quartile



Lower Mid Quartile



Lower Quartile



Understanding Ocuco's Figures

The key influence of our gender pay gap, is the overall gender imbalance within the technology sector.

The technology industry continues to be male-dominated, particularly in technical, engineering, and senior leadership roles, IE the areas that typically attract higher salaries.

This wider industry trend is reflected in our own organisational structure, where there remains a greater proportion of men in technical and senior positions, and a higher proportion of women in business support functions.

While our data points do not indicate unequal pay for equal work, the gender pay gap highlights a representation gap, particularly at senior and technical levels.



Ocuco's efforts to reduce the gender pay gap

Closing the gender pay gap is a strategic priority for Ocuco. Our ongoing actions include:

- Reviewing recruitment processes to ensure roles descriptions are gender neutral
- Ensuring promotion criteria and opportunities are transparent
- Ensuring all aspects of remuneration are fair
- Continue to recognise the importance of flexibility in the workplace and support our employees who need it
- Continue to support and nourish the mental well-being of our employees
- Continue to offer a range of family-friendly benefits, including paid maternity leave and sick leave, as well as remote working options

Looking Ahead

At Ocuco, we recognise that the technology industry and technical roles in particular have been and continue to be male dominated. This imbalance naturally contributes to a gender pay gap, even in Ocuco where pay equity is implicit.

While acknowledging the particular challenges of a gender imbalance within the Technology sector, we are committed to fostering an environment where all can succeed no matter their gender.

We believe that a fair gender balance in technical and leadership roles will strengthen Ocuco's performance and innovation.