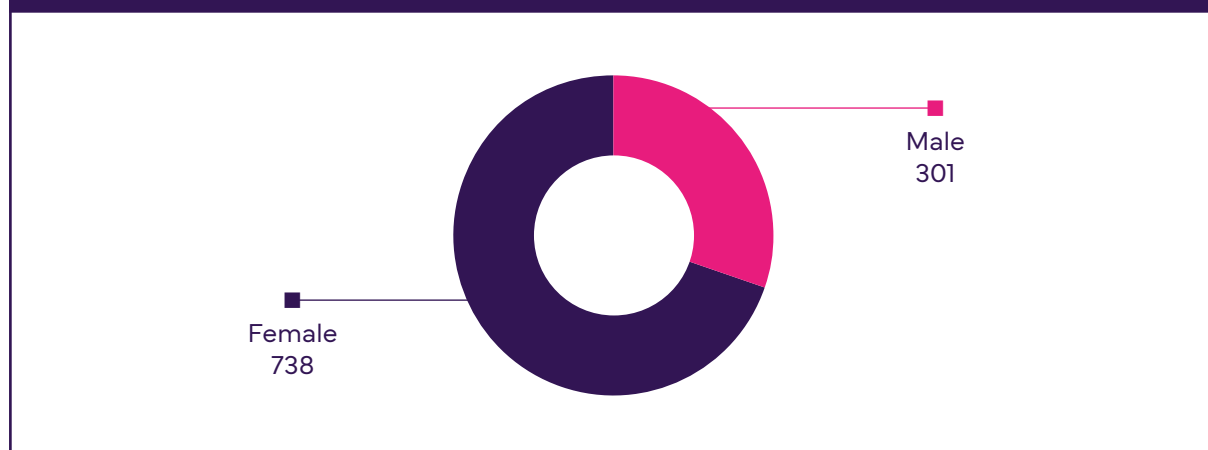


# Gender Pay Gap Reporting

## April 2026

| Employer                 | Snapshot date | Person responsible       |
|--------------------------|---------------|--------------------------|
| Optima Health UK Limited | 5 April 2026  | Ruth Weanie, HR Director |

### Our current gender make-up



### Our current gender pay gap

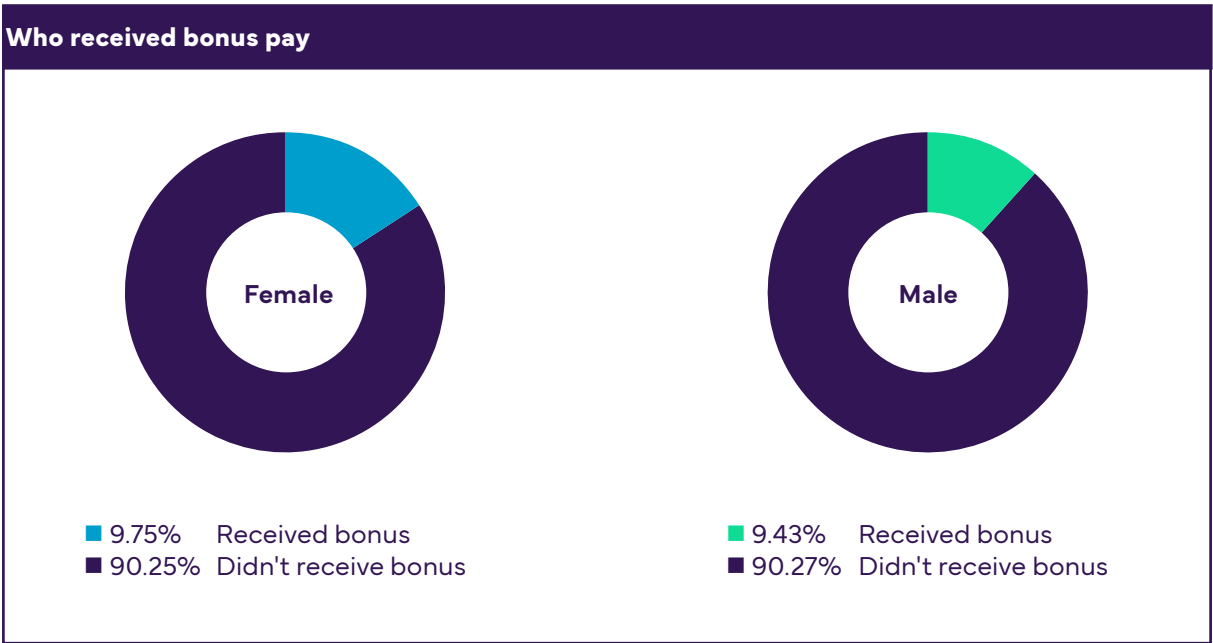
|                       | %       |
|-----------------------|---------|
| Mean gender pay gap   | 6.75%   |
| Median gender pay gap | -17.80% |

### Proportion of males/females in each pay quartile

| Gender | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|--------|----------------|-----------------------|-----------------------|----------------|
| Men    | 30.74%         | 35.10%                | 19.18%                | 33.47%         |
| Women  | 69.26%         | 64.90%                | 80.82%                | 66.53%         |

# Gender Pay Gap Reporting

## April 2026



| Difference in bonus pay |  | %      |
|-------------------------|--|--------|
| Mean bonus pay gap      |  | 2.01%  |
| Median bonus pay gap    |  | 41.53% |