

2018 TO 2019 GENDER PAY GAP DATA MONTRACON LIMITED

WOMEN'S HOURLY RATE IS

16.5%	3.4%
<i>LOWER</i>	<i>LOWER</i>
<i>(mean)</i>	<i>(median)</i>

PAY QUARTILES

Top quartile

93.7%	6.3%
<i>MEN</i>	<i>WOMEN</i>

Upper middle quartile

95.8%	4.2%
<i>MEN</i>	<i>WOMEN</i>

Lower middle quartile

95.8%	4.2%
<i>MEN</i>	<i>WOMEN</i>

Lower quartile

89.7%	10.3%
<i>MEN</i>	<i>WOMEN</i>

WOMEN'S BONUS PAY IS

84.5%	71.2%
<i>LOWER</i>	<i>LOWER</i>
<i>(mean)</i>	<i>(median)</i>

WHO RECEIVED BONUS

8.6%	13.3%
<i>OF MEN</i>	<i>OF WOMEN</i>