

<b>2019 TO 2020 GENDER PAY GAP DATA</b>	
<b>MONTRACON LIMITED</b>	
<b>WOMEN'S HOURLY RATE IS</b>	
<b>16.4%</b>	<b>7.9%</b>
<i>LOWER</i>	<i>LOWER</i>
<i>(mean)</i>	<i>(median)</i>
<b>PAY QUANTILES</b>	
<b>Top quartile</b>	
<b>94.2%</b>	<b>5.8%</b>
<i>MEN</i>	<i>WOMEN</i>
<b>Upper middle quartile</b>	
<b>97.7%</b>	<b>2.3%</b>
<i>MEN</i>	<i>WOMEN</i>
<b>Lower middle quartile</b>	
<b>94.2%</b>	<b>5.8%</b>
<i>MEN</i>	<i>WOMEN</i>
<b>Lower quartile</b>	
<b>86.0%</b>	<b>14.0%</b>
<i>MEN</i>	<i>WOMEN</i>
<b>WOMEN'S BONUS PAY IS</b>	
<b>97.4%</b>	<b>0.0%</b>
<i>LOWER</i>	<i>LOWER</i>
<i>(mean)</i>	<i>(median)</i>
<b>WHO RECEIVED BONUS</b>	
<b>8.6%</b>	<b>13.3%</b>
<i>OF MEN</i>	<i>OF WOMEN</i>