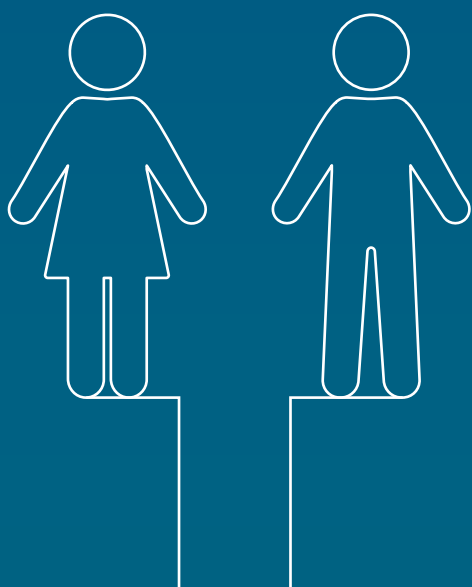


THE UNIVERSITY OF LAW GENDER PAY GAP REPORT 2022



OVERVIEW

Since April 2017, a total of 250,000 people have been vaccinated against COVID-19. The number of people vaccinated has increased significantly since the start of the vaccination campaign. The number of people vaccinated is expected to reach 1 million by the end of the year.



GENDER PAY GAP - THE HEADLINE DATA ON PAY AND BONUS DIFFERENTIALS

1 | Gender equality 2022

2022	2021 * (€1,000)	
mean	1.1% (5.47% ▼)	
median	1.1% (9.63% ▼)	
mean	2.2% (7.43% ▼)	
median	20.00% (15.00% ▼)	
	3.3% (8.68%)	
	4.4% (8.72%)	

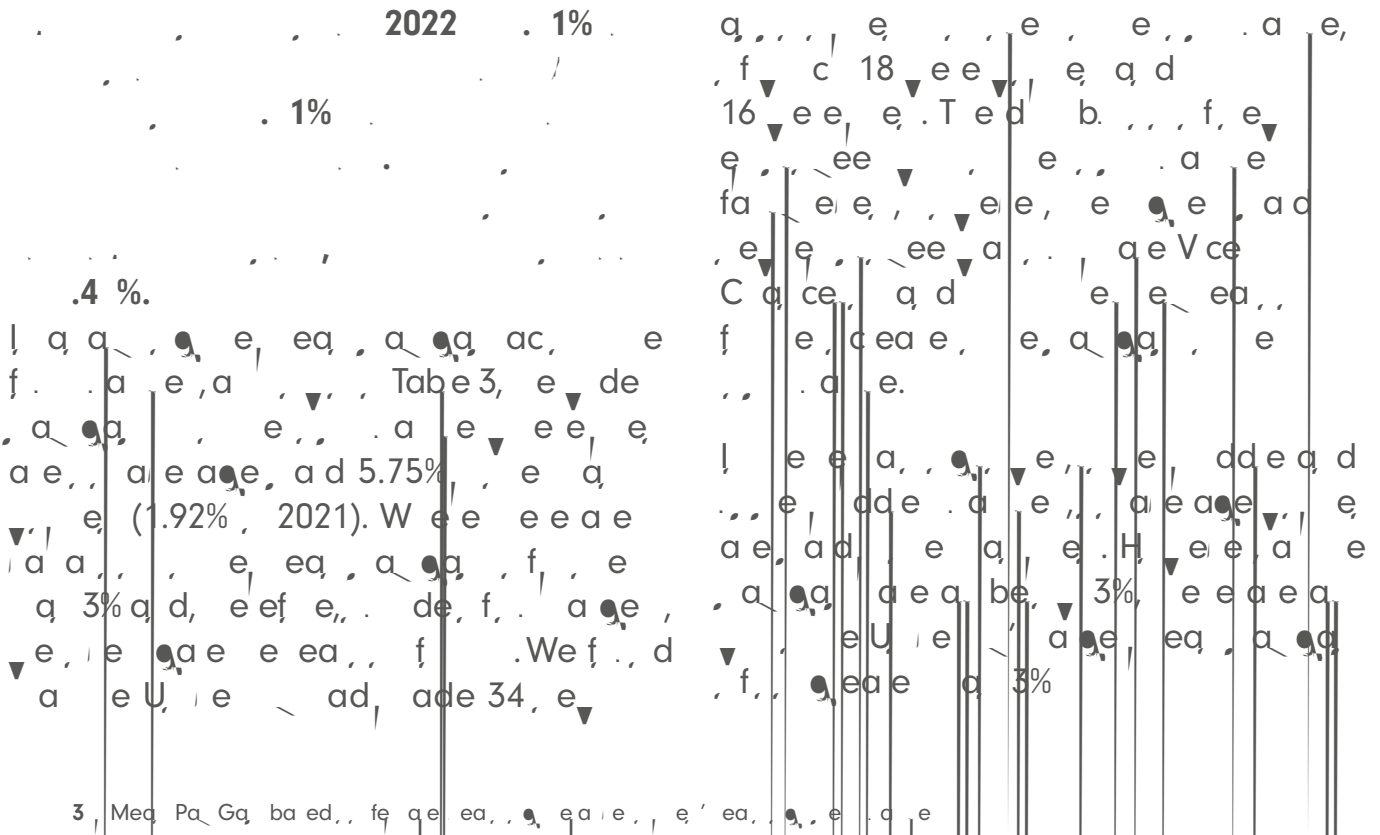
* Figures are based on 2021 gender equality data, based on the 2021 gender equality report.

Note: The percentage change in the gender pay gap is calculated as the percentage change in the gender pay gap, based on the 2021 gender equality report.



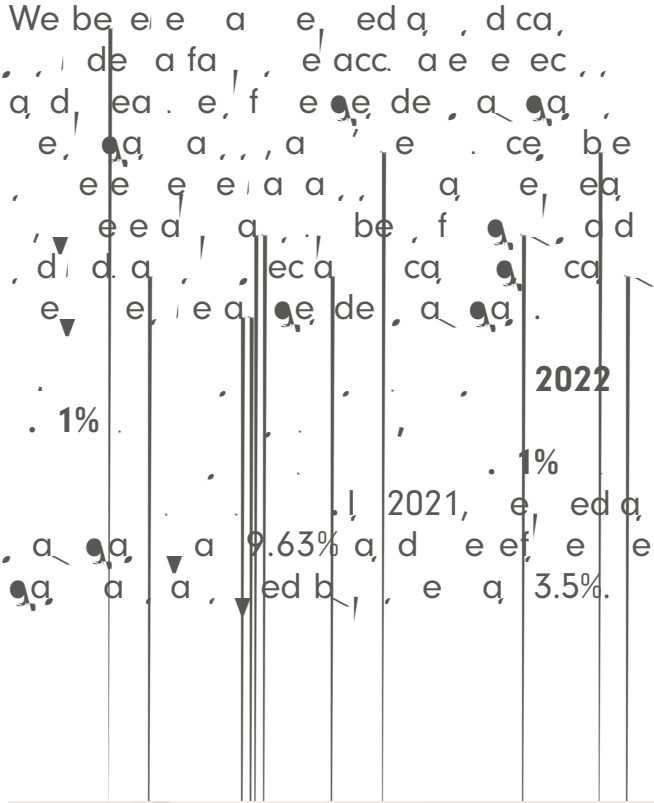
THE PROPORTION

OUR DATA: THE MEAN PAY GAP



	2022	2021	2020	201	201	201
Total	2.59%	6.12%	1.34%	3.85%	0.11%	4.00%
Non-Executive Directors	1.54%	2.26%	2.84%	3.55%	0.78%	1.36%
Executive Directors	1.00%	0.52%	1.81%	1.01%	2.40%	1.88%
Other	5.75%	1.92%	5.97%	5.81%	10.19%	11.60%

OUR DATA: THE MEDIAN PAY GAP



We are pleased to announce that the median pay gap for 2022 is 1%, a significant improvement from 9.63% in 2021. This achievement is a result of our commitment to pay transparency and fairness. We are proud to have achieved this milestone and will continue to work towards closing the gap further.

Table 4: Summary of the data used in the report. The data shows a clear trend of improvement in the median pay gap over the period. The 2022 data is particularly noteworthy as it represents a 9.63 percentage point reduction from the 2021 figure.



Te eda , a a a e ,
 . d e a a a e ,
 edd , a 0.47% , e a e ,
 edd , a . C , a ed , 2021 , e e
 a e e e , e . a e
 a , d e , a e ç , b . ed
 , a , e , eda , a a .

Te c a d , e e , ce e
 e . a e e e e eda , a
 a , a , ed b 4.51% . C , a ed
 , 2021 , e e a e e e , e
 e . a e a d e , a e
 ç , b . ed , , a , e ed a
 a a .

4 , Med a , a a ba ed , , fe a e ea , , a e a e , , e ea , , a e . d e , ce 2017

	2022	2021	2020	201	201	201
	4.1 %	. %	3.31%	3.08%	0.15%	2.91%
	2.3 %	4.00%	4.80%	5.42%	2.84%	3.94%
	0. %	0. %	2.31%	0.77%	3.33%	4.74%
	0.4 %	2. %	4.37%	4.78%	2.41%	2.28%

OUR DATA: THE BONUS GAP

The U.S. average bonus for all employees was 8.68% in 2021, compared to 8.72% in 2022. The bonus gap for all employees was 4.65% in 2021, compared to 5.37% in 2022. The bonus gap for all employees was 4.65% in 2021, compared to 5.37% in 2022.

The bonus gap for all employees was 4.65% in 2021, compared to 5.37% in 2022. The bonus gap for all employees was 4.65% in 2021, compared to 5.37% in 2022.

The bonus gap for all employees was 26.67% (7.43%, 2021) in 2022. The bonus gap for all employees was 26.67% (7.43%, 2021) in 2022. The bonus gap for all employees was 26.67% (7.43%, 2021) in 2022.

The bonus gap for all employees was 20.00% (15.00%, 2021) in 2022. The bonus gap for all employees was 20.00% (15.00%, 2021) in 2022. The bonus gap for all employees was 20.00% (15.00%, 2021) in 2022.

OUR GENDER PAY GAP – CONCLUSIONS AND HOW WE PLAN TO ADDRESS IT

The UK's gender pay gap has widened since 2017, with the average gender pay gap for FTSE 100 companies rising from 14.7% in 2017 to 15.1% in 2018. This is a significant increase, particularly as the gender pay gap for FTSE 100 companies has been narrowing since 2013. The increase in the gender pay gap is primarily due to the increase in the gender pay gap for FTSE 100 companies, which has risen from 14.7% in 2017 to 15.1% in 2018. This is a significant increase, particularly as the gender pay gap for FTSE 100 companies has been narrowing since 2013. The increase in the gender pay gap is primarily due to the increase in the gender pay gap for FTSE 100 companies, which has risen from 14.7% in 2017 to 15.1% in 2018.

Our Gender Pay Gap Report for 2017, published in March 2018, set out our commitment to closing the gender pay gap. We have since implemented a number of measures to address the gender pay gap, including the introduction of a gender pay gap action plan in 2018. This plan sets out our commitment to closing the gender pay gap by 2020, and includes a number of measures to address the gender pay gap, including the introduction of a gender pay gap action plan in 2018.

PROGRESS WITH FOUR KEY METRICS

Ş . . ▼ a e ▼ e d e a e a c . f e f . e . e c ?

1

2

(+/-3%)

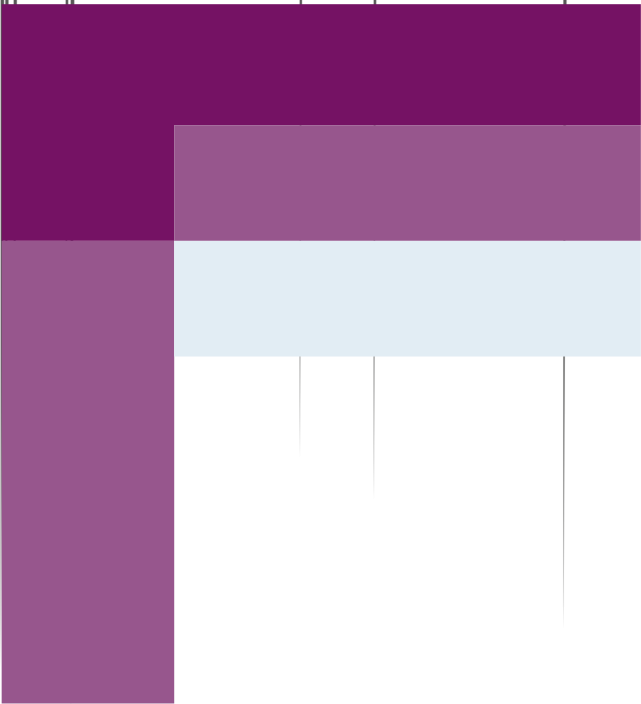
W . e ç . . e . b e e d . . a . e . d e . . a . f . . a . e . H . e . e . ç . a e d . . 2021 . e a . . f . e . a d . . e . . e . e . a . e . . e c . e . a . e . d . T e e a e a a e e . . e . . e . . a . e . . We ç . . e . . e . e . e . e . a . e f . . a . e . f c a e e . a d d e e . . e e . a e a a d b e . . b . e . . a d . . e . . . e . q e b a . . d e . f . . a d e a . a c . a . . e c e . e d . b a e e a d . e . e . b . . a c . a . f . e e a a e . e . e

! 2022 . e a c e e d . . a . e . f / e . . a . . e . e . f e f . . a . e . f . e . e a . a . a . : e . . e . e . e . d d e . a d e . . e . d d e . a . e . l . ' e . a e a e . f a . e . a e V e C a c e . c e d e d . e . a . a . f . . e . a . 3% . We a . . a c e e d . . a . e . f / e . . a . . e . e . f e f . . a . e . f . e . e d a . a . a . : e . . e . d d e e . d d e a d e a . e . T e . a . a . f . e . . e . a . e . a .



3

We c... e... de a... e... ce...
 e... f... e... a...
 b... a... f... e... ee... A... e...
 e... f... e... a... e... e... a... e...
 ee... a... e... ce... e... a... d...
 a... a... c... a... a... e... T... a... b... e...
 a... e... e... b... e... f... a... e... ce...
 a... e... e... d... e... e... a... f... e... a...
 b... e... d... b... e... de...



4

A... a... da... d... e... a... e... e... a... d... b... c...
 ad... e... ed... e... e... a... a...
 de... a... cea... ec... e... a... d...
 e... ec... ced... e... We... e... e... a... d...
 a... ad... e... e... c... e...
 a... a... e... ed... eb... e... ca...
 ed... a... c... a... e... a... d... d... acc...
 e... e... a... ec... e... a... e... c... a... e...
 We... ad... e... de... f... e...
 de... e... e... ed... ed... e... e... a...
 CV... da... a... b... a... e... a... d... d... ec... c...
 c... d... fe... a... ca... ed... a...
 a... f... We... a... e... ca... d... da... e...
 a... ca... e... acc... f... ca... ee...
 b... e... d... ac... a... a... e... a... e...
 ad... a... ca... ee... a...

2021,

We've led a... ab...
 a... ca... f...
 a... d... e... d... c...
 We've... d... ced... a... e... c... a... a...
 a... a... d... e... e... ed... a... e... e...
 E... ec... e... B... a... d...

2022

We've... a... ed... a... EDI, e...
 ... de... a... d... a... e... f... ac... i... e...
 ... d... be... ç... b... e... ed... c...
 ... e... de... a... d... e... c... a... a...

We've... ade... a... c... e...
 ... 2024 e... c... a... a... e...
 ... eb... e... e...

We've... a... ce... a... d...
 ... ac... ce... fa... ç... e... a... d...
 ... e... ab... e... a... dec...

We've... de... e... ed... ec... e... a... d...
 ... e... ec... a... a... a... a... e...
 ... e... ab... e... e... a... e... fa... a... d...
 ... e... ab... e... e... ec... dec...

We've... ade... a... c... e...
 ... e... ce... a... c... ed... 5... ea... a... e... c... a...
 ... ac... e... e... e... Pe... e... a...
 ... e... a... d... e... a... d... e... ç... e... e...
 ... be... c... a... e... e... e... a... a... e...
 ... e... a... a... d... a... d...



