

GENDER PAY GAP REPORT

RAPISCAN SYSTEMS GENDER PAY GAP

2023/2024

RAPISCAN[®] SYSTEMS LIMITED - A SECURITY SCREENING LEADER

Rapiscan Systems Limited, which is part of the OSI Systems family of companies, is a leading supplier of security screening solutions that help governments, corporations, law enforcement and military organizations around the world combat terrorism, drug and weapons smuggling, illegal immigration and trade fraud with speed and confidence while maximizing operational efficiency and meeting the most stringent security regulations and standards.

Our products and services utilize multiple inspection technologies and advanced threat identification algorithms for baggage and parcel inspection, cargo and vehicle inspection, hold baggage and people screening, radiation detection, and explosive and narcotics trace detection.

Rapiscan Systems Limited is committed to providing work pay parity and is an Equal Opportunity Employer. We aim to create and support a working environment where everyone has the chance to be successful.

We are committed to providing an employment environment that is free from harassment or discrimination. This includes all employment activities, and not just the key areas of recruitment, promotions, and training. We are committed to attracting and retaining individuals who are capable of exceptional performance and dedication and we reward employees for the value of their contributions.

GENDER PAY GAP

Consistent with UK government regulations, we have conducted a Gender Pay Gap analysis for the 5 April 2023 snapshot, for our UK employees. The "gender pay gap" is the difference between the average hourly earnings of men and women, irrespective of role or seniority, expressed as a percentage of the hourly pay rate of male employees. It is reported on a mean (average) basis, and median (middle point) basis.

Here are the results of our analysis:

17.1% Mean Pay
Gap (%)

19.9% Median Pay
Gap (%)

GENDER PAY GAP

In the United Kingdom, our total number of male employees is 329 and our total number of female employees is 73. In the upper quartile, there are 84.76% male employees and as salaries are higher in this quartile, the pay gap is at its widest. There is a small positive increase in the number of female employees in all quartiles, except the mid upper quartile. Our gender pay gap reflects the historically low uptake of women into engineering and manufacturing roles. Historically, many of our technical and engineering positions have been a key source of candidates for promotion into management and more senior positions. This continues to be challenge across our industry.

Bonus pay was received by 24.14% of female employees and 31.06% of male employees. The median average reflects the higher number of female employees receiving annual Company bonuses. Whereas the mean average reflects the predominance of male employees in Sales roles earning commission payments.

EQUAL PAY

It is important to draw a distinction between the gender pay gap and evaluating "equal pay". Analysing equal pay focuses on whether one gender is paid less than the other for performing the same or comparable work. The company is committed to compensating employees fairly, regardless of gender for work performance that reinforces our mission, values and business results. This includes base pay levels that are competitive with the external job market in which we compete for talent and that are reflective of the internal value of each position.

RAPISCAN IS COMMITTED TO EQUALITY

Our broadband pay structure encourages employees to focus on developing the skills, knowledge and abilities that drive organizational success. All positions are linked to pay grades based on level of responsibility and duties performed.

Integrity is one of our core values. This value includes diversity and inclusion, both critical components of our company culture. Our success depends on diverse perspectives and ensuring that all employees, regardless of gender, can contribute fully.

The information and data reported is accurate as of the snapshot date of 5 April 2023.

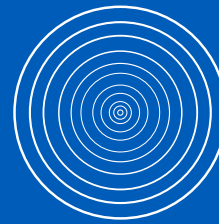
Julia Shelley-Brown
Director Human Resources

Kieran Kent
Director

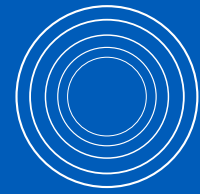
402
TOTAL

329 73
MALE FEMALE

MEAN &
MEDIAN
GENDER PAY
GAP USING
HOURLY PAY

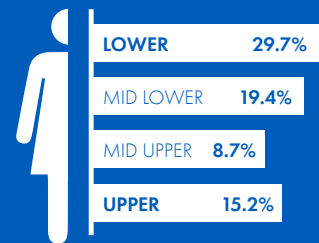
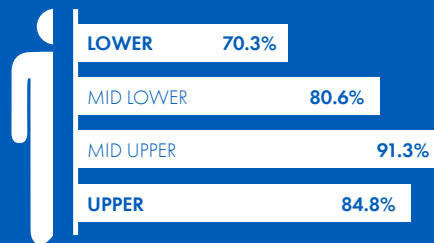


19.9
MEDIAN



17.1
MEAN

PERCENTAGE OF
MEN & WOMEN
IN EACH HOURLY
PAY QUARTER



31.1%



24.1%



PERCENTAGE OF
MEN & WOMEN
WHO RECEIVED
BONUS PAY

50.8%
MEAN PAY GAP

-71.1%
MEDIAN PAY GAP

MEAN & MEDIAN GENDER
PAY GAP USING BONUS PAY

Rapiscan[®]
s y s t e m s
An OSI Systems Company