

GENDER PAY GAP REPORT

GENDER PAY GAP

APRIL 2021

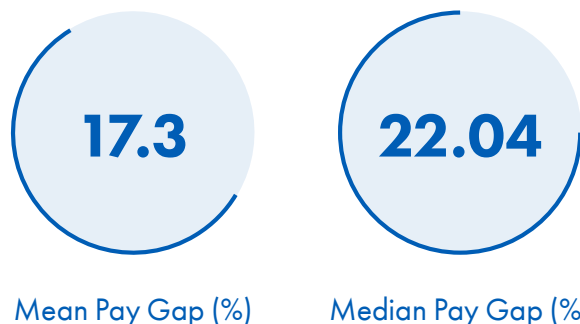
RAPISCAN[®] SYSTEMS LIMITED - A SECURITY SCREENING LEADER

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.

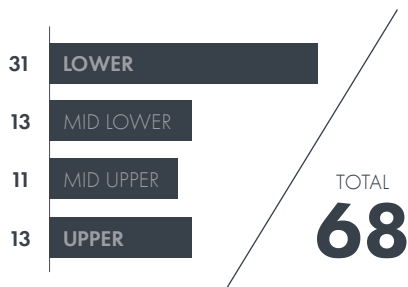


GENDER PAY GAP

Consistent with UK government regulations, we have conducted a Gender Pay Gap analysis for the 5 April 2021 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.

In the United Kingdom, our total number of male employees is 328 and our total number of female employees is 68. In the upper quartile, there are 86.8 male employees and as salaries are higher in this quartile, the pay gap is at it's widest.

FEMALE EMPLOYEES

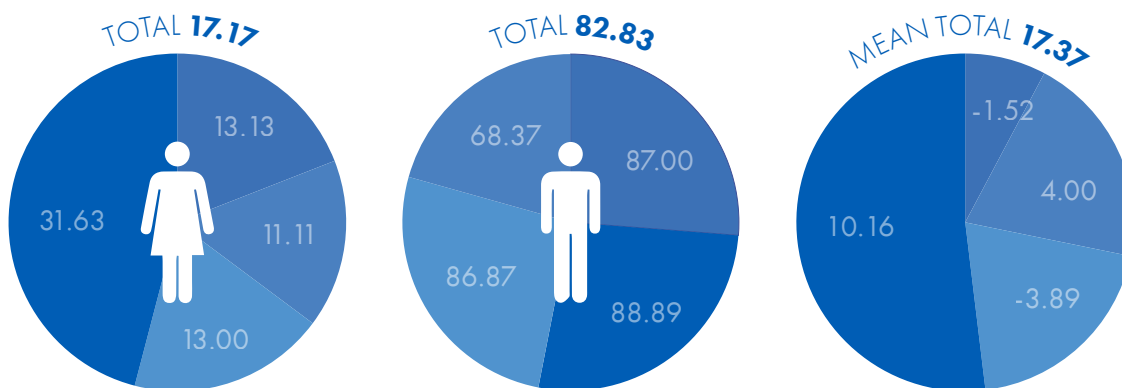


MALE EMPLOYEES



MEAN (AVG.) GENDER PAY GAP

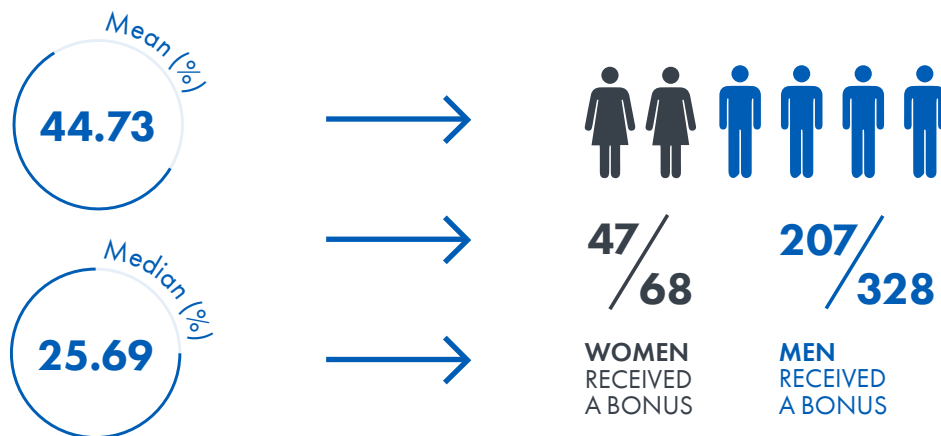
■ UPPER ■ MID UPPER ■ MID LOWER ■ LOWER



By comparison in the lower and upper middle quartiles we see a small negative percentage indicating women overall receive higher pay than men. 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 a challenge across our industry.

BONUS PAY GAP

Bonuses were paid to a wider population in this year. In addition to the usual annual bonuses a special 'appreciation bonus' was paid in some divisions, to thank staff for working through very difficult conditions as a result of Covid impacts. This resulted in a median bonus gap of 25.69%, compared to previous years where the median gap was negative, revealing that women overall received a higher bonus than men.



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 2021.

Julia Shelley-Brown
Director Human Resources

Kieran Kent
Director

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