

Gender Pay Data

	Pay Gap (%)		Bonus Pay Gap (%)		Receiving Bonus (%)	
	Mean	Median	Mean	Median	Women	Men
2017	29.7	25.71	55.4	41.5	97	99
2018	22.75	21.75	47.88	42.8	96	96
2019	29.94	26.98	51.48	58.78	98	99
2020	25.79	19.18	68.14	58.02	95	99
2021	23.9	22.6	51.3	51.5	99	98
2022	17.2	22.5	50.8	54.1	96	96
2023	16.6	23.2	57.7	55.2	95	90
2024	14.9	19.5	53.3	30.4	89	88
2025	22.8	27.11	62.5	51.4	87	87

	Lower Quartile (%)		Lower Middle Quartile (%)		Upper Middle Quartile (%)		Upper Quartile (%)	
	Women	Men	Women	Men	Women	Men	Women	Men
2017	60	40	55	45	42	58	25	75
2018	66	34	43	57	36	64	27	73
2019	60	40	57	43	35	65	26	74
2020	63	37	60	40	41	59	29	71
2021	62	38	53	47	34	66	29	71
2022	66	34	47	53	45	55	29	71
2023	66	34	46	54	41	59	30	70
2024	57	43	52	48	40	60	33	67
2025	61	39	60	40	45	55	31	69