

Gender Pay Gap Report Summary (2025)

At Super Smart Service, we are committed to maintaining a fair and transparent workplace where all employees are treated equally and rewarded based on their contribution. As part of this commitment, we publish our annual Gender Pay Gap Report in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This report is based on payroll data from April 2025, the official reporting snapshot date defined by the UK Government. It provides an overview of the differences in pay and bonuses between men and women employees within our organization, as well as the actions we are taking to support gender balance.

As of April 2025, our workforce is composed of 63.6% men and 36.4% women. While men employees represent a larger proportion of the workforce overall, pay levels between genders are broadly comparable across most roles.

Our analysis shows that, women employees earn 6.1% more than men employees on average hourly pay and 2.4% more at the median. Across most pay quartiles, there is no material different in mean hourly pay. In the Upper Quartile, women mean hourly pay is approximately 6.2% higher than men.

In relation to bonuses, 81.3% of women employees and 67.2% of men employees received a bonus during the reporting period. women employees also received higher average and median bonus payments. These outcomes which may be influenced by factors such as role type, seniority, length of service, and eligibility within bonus schemes.

To support this objective, we will continue to focus on:

- Fair and inclusive recruitment practices;
- Supporting career development and progression opportunities;
- Regular review of pay and reward structures;
- Maintaining a positive and inclusive working environment.

These steps reflect our ongoing commitment to ensuring that all employees have the opportunity to develop and succeed within the organisation.

I confirm that the information and data reported are accurate and have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Hui Zhang (Apr 2, 2026 20:58:23 GMT+8)

Hui Zhang
UK Deputy General Manager

Data Analysis

In accordance with the UK Government Gender Pay Gap Reporting Regulations, this report is based on payroll data from April 2025. This snapshot date is the official reference for the government and is used to analyze differences in pay and bonuses between men and women employees within the company.

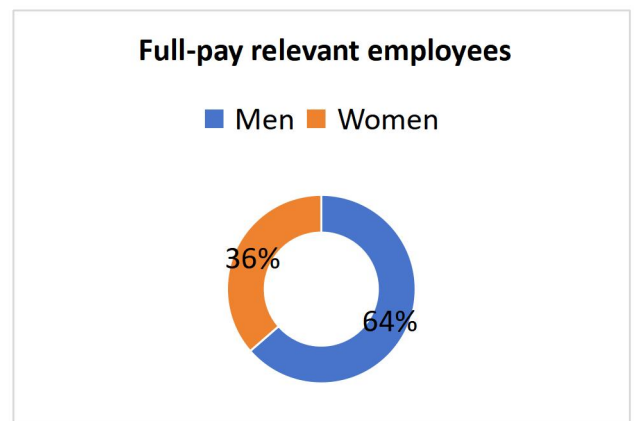
This report covers the following areas:

- Employee gender distribution
- Mean hourly pay gap
- Median hourly pay gap
- Pay quartile distribution
- Bonus pay gap analysis
- Actions and improvement measures

● Employee Gender Distribution

After completing the filtering process for full-pay relevant employees, the gender composition of employees was as follows:

- Men: 63.6%
- Women: 36.4%



● Hourly Pay Gap

The analysis below is based on employees who received full pay in April 2025.

Mean Hourly Pay Gap: Women's mean hourly pay is 6.1% higher than men's.

Median Hourly Pay Gap: Women's median hourly pay is 2.4% higher than men's.

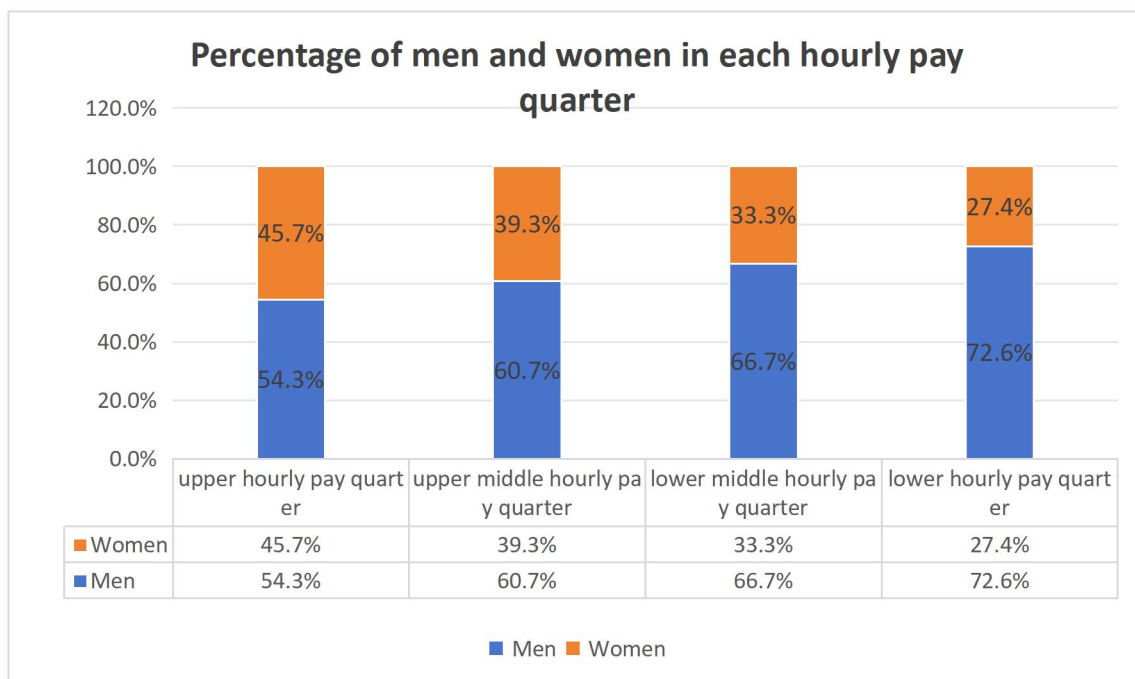
● Pay Quartile Distribution

The figures for 2025 reveal the gender distribution across each of our four pay quartiles: Upper Hourly Pay Quartile, Upper Middle Hourly Pay Quartile, Lower Middle Hourly Pay Quartile, and Lower Hourly Pay Quartile.

We further analyzed the gender distribution across the four pay quartiles:

Gender Distribution by Quartile

- Upper Quartile:
Men : 54.3% Women: 45.7%
- Upper middle quartile:
Men :60.7% Women: 39.3%
- Lower middle quartile:
Men :66.7% Women:33.3%
- Lower quartile:
Men :72.6% Women:27.4%



Overall, women representation is lower than men across all pay quartiles.

Hourly Pay Gap Within Quartiles

In Lower Quartile, Lower Middle Quartile, and Upper Middle Quartile, there is no material difference in mean hourly pay. In the Upper Quartile, women mean hourly pay is approximately 6.2% higher than men.

The higher Full Pay mean hourly rate for women is primarily driven by the upper quartile, where women's average hourly rates exceed those of men. This may reflect the distribution of the roles across the organisation, including a higher proportion of women in certain functional and senior roles.

● Bonus Pay Gap

The bonus analysis covers all employees who received pay in April 2025, Bonus data covers the 12 months from May 2024 to April 2025 and includes: KPI bonuses and length-of-service bonuses.

Employee Gender Distribution

- Men: 63.2% ; Women: 36.8%

Percentage of Employees Receiving Bonuses

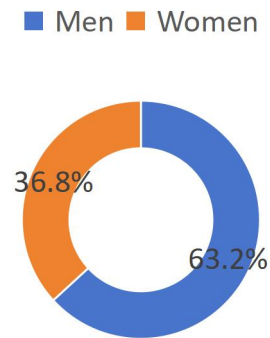
- Men: 67.2% ; Women: 81.3%

Bonus Pay Gap

- Mean Bonus: women's bonus is 41.6% higher than men's .
- Median Bonus: women's bonus is 26.7% higher than men's .

Regarding bonuses, women receive higher average bonuses than men, which may be influenced by factors such as role type, seniority, length of service, and eligibility within bonus schemes.

The gender distribution of employees



● Actions and improvement measures

The company, guided by its core values of Respect, Practicality, Excellence, and Win-Win, is committed to promoting gender balance and pay equity. Actions include:

Fair and Inclusive Recruitment

- Continuously optimize recruitment processes (e.g., review job descriptions for gender-neutral language) ; Ensure equal opportunities for all genders.

Career Development Support

- Implement mentoring programs (pair junior employees with experienced mentors)

Regular Pay Audits

- Monitor pay, bonuses, and promotion data periodically

Foster an Inclusive Workplace

- Strengthen company culture and employee communications; Promote respect, diversity, and inclusion through simple initiatives.

Gender Pay Gap Report Summary 2025 V3

Final Audit Report

2026-04-02

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