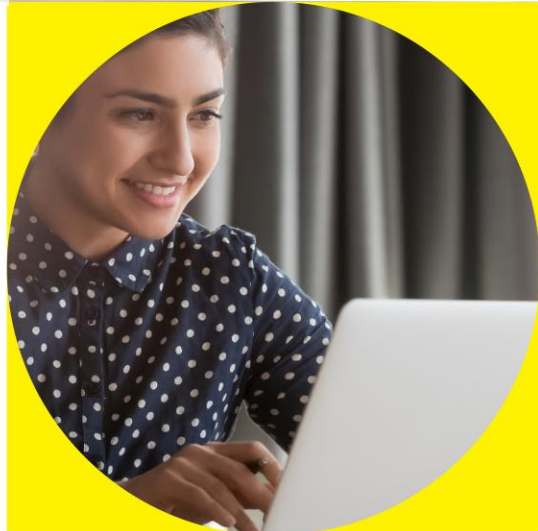


Gender Pay Gap
Report 2025



Foreword

In 2024 DAS UK was bought by ARAG SE.

Between April 24 and April 25, our focus has been on integrating our two businesses and establishing a unified approach to fostering an inclusive culture.

As a result of the integration, our demographics have evolved, and we remain committed to achieving greater gender balance within our senior leadership population. We have realigned our Executive Team as sponsors of our inclusion networks and continued to advance our inclusion strategy through a range of initiatives:

- Implemented a reverse mentoring programme within our law firm to better understand the barriers affecting women's career progression
- Relunched key resources for new managers, including materials on menopause awareness
- Facilitated feedback sessions through our Women's Network to understand what women want and expect from our organisation.
- Published articles focused on carers' awareness and the benefits of flexible working from a family perspective.
- Continued our commitment to the Women in Finance Charter and the Women in Law Charter, with a strong emphasis on supporting women's progression into leadership roles.
- Delivered our ILM-recognised Leadership Programme, equipping all managers with the capability to hold effective career and development conversations, with the expectation that these are conducted regularly

We continue develop a diverse and inclusive culture where all can flourish and give the best of themselves.

With thanks

Kate

Kate Banks

Chief People Officer



Our statistics



	ARAG UK	
	Mean	Median
Average Pay Gap	23.9%	21.7%
Bonus Pay Gap	68.2%	- 0.5%
	Male	Female
Percentage of Employees Receiving a Bonus	31.8%	24.6%



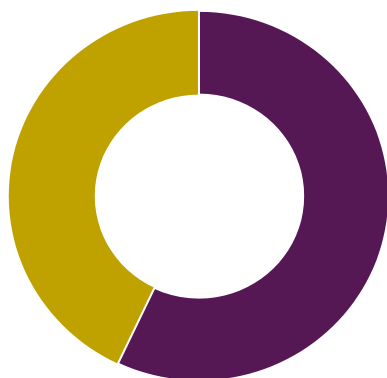
What's causing our gap?

The gender pay gap at ARAG UK, which differs from and is not caused by *unequal* pay, has continued to be driven by a higher proportion of men in more senior positions.

It was pleasing to see this year that the proportion of females in the Top Quartile was the highest we've observed since we started publishing data from 2016.

Percentage of employees in each pay quartile

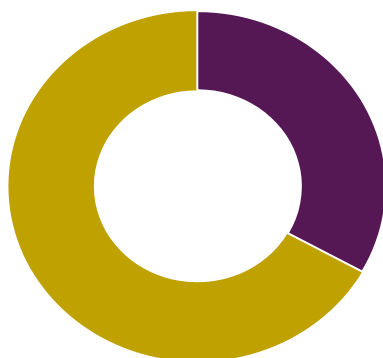
Top quartile (highest paid)
45.2% female **54.8%** male



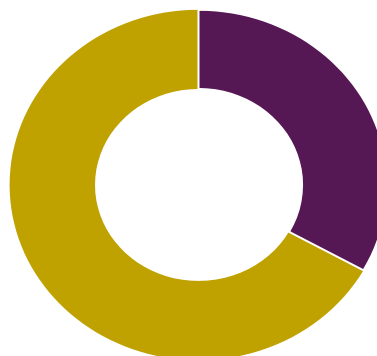
Upper middle quartile
53.0% female **47.0%** male



Lower middle quartile
66.2% female **33.8%** male



Lower quartile (lowest paid)
70.5% female **29.5%** male



Declaration

I confirm that the ARAG UK Group Gender Pay statistics featured in this report are accurate and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Kate Banks

Chief People Officer