

Renaissance

See Every Student.

Our mission

Since 1986, our mission has remained the same:

To accelerate learning for all children and adults of all ability levels and ethnic and social backgrounds, worldwide.



Renaissance Gender Pay Gap Report

Published April 2026

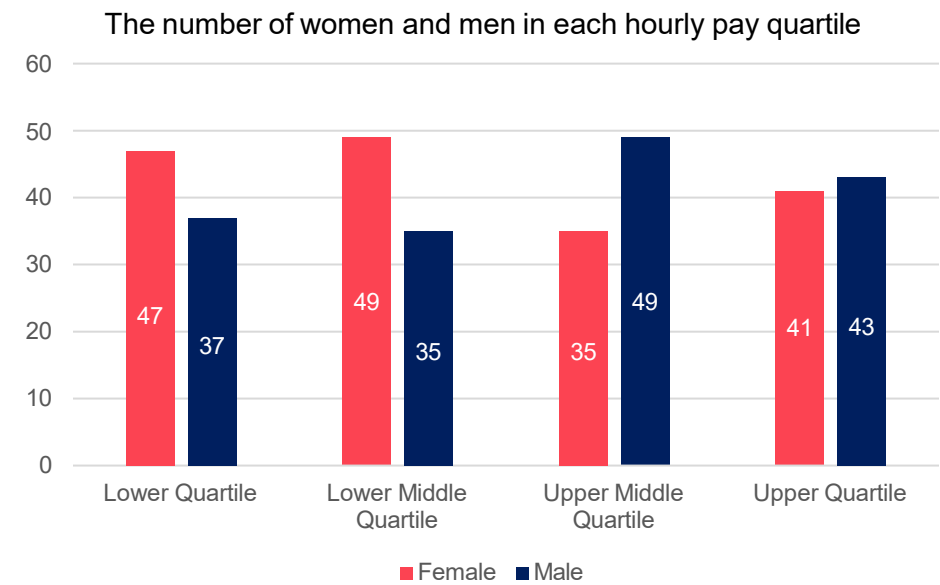
The 2026 Gender Pay Gap Report (relates to data as of April 2025 and 12 months preceding this date) marks Renaissance's second published analysis. Our HR and Compensation teams, with the continued support of the Senior Leadership Team, remain committed to ensuring fair and equitable pay for all employees. As a result of these ongoing efforts, the Company has narrowed its median gender pay outcome for female employees compared to the previous year.

The matrices are:

1. The percentage of women and men in each hourly pay quartile
2. The mean (average) gender pay gap for hourly pay
3. The median gender pay gap for hourly pay
4. The percentage of women and men receiving bonus pay
5. The mean (average) gender pay gap for bonus pay
6. The median gender pay gap for bonus pay

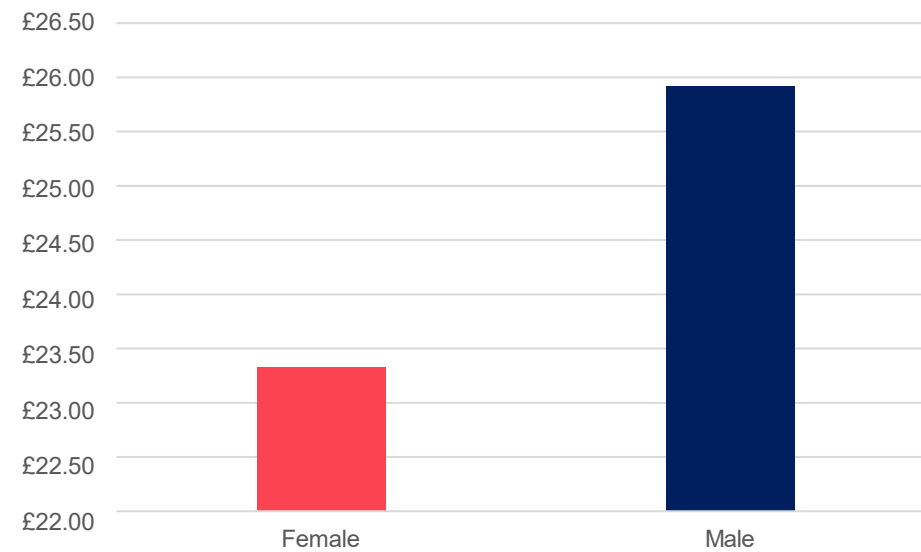
1. The percentage of women and men in each hourly pay quartile:

	Female	Male	Total
Lower Quartile	56.00%	44.00%	100%
Lower Middle Quartile	58.30%	41.70%	100%
Upper Middle Quartile	41.70%	58.30%	100%
Upper Quartile	48.80%	51.20%	100%



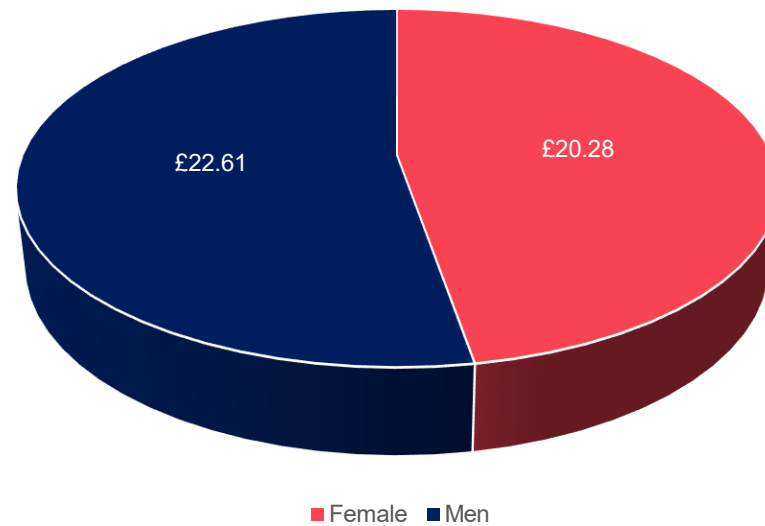
2. The mean (average) gender pay gap for hourly pay:

When using the mean, women at Renaissance are paid 9.97% less than men.



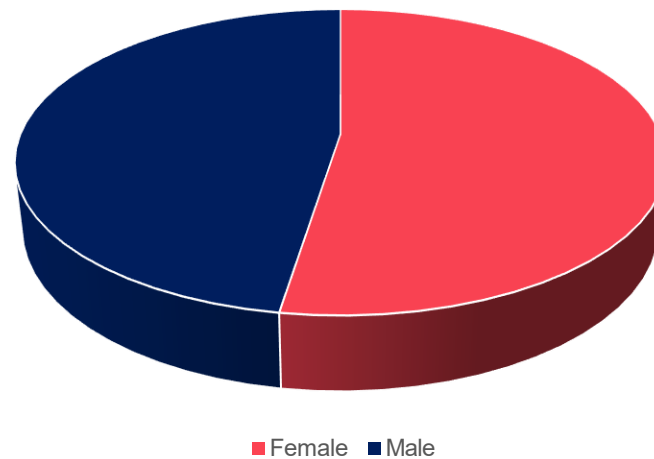
3. The median gender pay gap for hourly pay:

- When using the median, women at Renaissance are paid 10.33% less than men.



4. The percentage of women and men receiving bonus pay:

The results show that 48.00% (84) of women and 45.78% (76) of men received bonus pay.



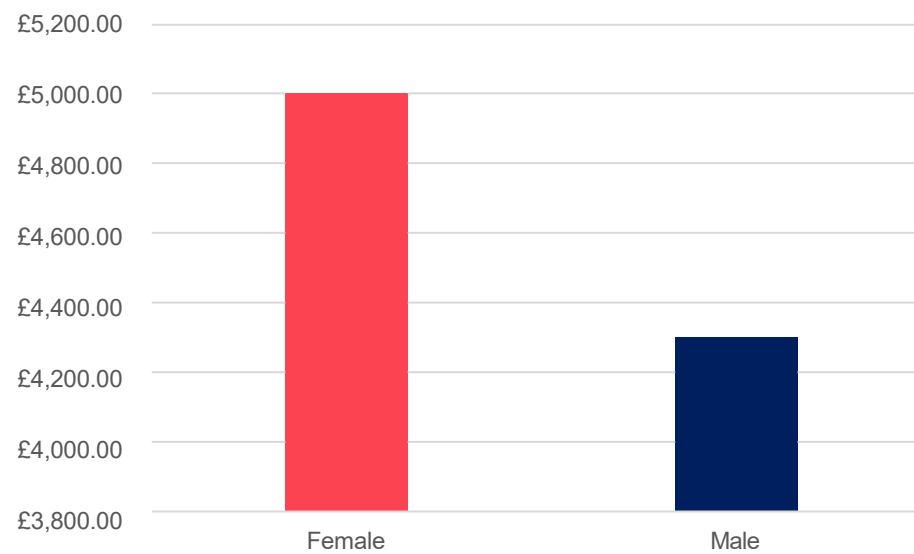
5. The mean (average) gender pay gap for bonus pay:

- When using the mean, women at Renaissance were paid £591.17 (10.91%) less in bonus pay than men.



6. The median gender pay gap for bonus pay:

- When using the median, women at Renaissance are paid £723.72 more bonus pay than men.



Declaration

I confirm the information in this report is accurate.

Patricia Lamaison

Patricia Lamison

HR Director