

GENDER PAY GAP REPORT 2024/25



RS Group plc Gender Pay Gap Report 2024/25

Creating an inclusive and engaging environment where everyone is proud and excited to come to work and can perform at their best, develop and thrive.

FROM OUR CEO AND CPO

Welcome to the RS Group's Gender Pay Gap Report for 2024/25.

We are pleased to share this year's Gender Pay Gap (GPG) Report, which reflects our ongoing commitment to building a truly diverse workplace, that is centred around a sense of belonging.

Following the positive improvements that were reported in our last Gender Pay Gap Report 2023/24, this year's results are more mixed. We are pleased that we continue to see a good gender split across the organisation with women now accounting for 47% of our people. The overall mean pay gap has continued to narrow slightly from last year on a like-for-like basis, with the median bonus gap also reducing by three percentage points. These improvements have been offset with increases in the median pay gap and mean bonus gap, and an increase in the number of women in the lower pay quartiles.

In this report, we provide some commentary around what the data is telling us. While we recognise that closing the gender pay gap is a long-term journey and progress may ebb and flow, our commitment remains unwavering.

Across RS Group, we continue to invest in meaningful initiatives and systemic change for women at every stage of their careers with us. As we highlight in this report, these include continuous learning and professional development to foster internal mobility, empathy-led training for our leaders, menopause support, and policies to support colleagues experiencing domestic abuse. We partner with our Talent Acquisition team to attract exceptional talent from around the world, and we strengthen our culture of belonging through our Employee Resource Groups (ERGs), which are open to all employees to foster community across the organisation.

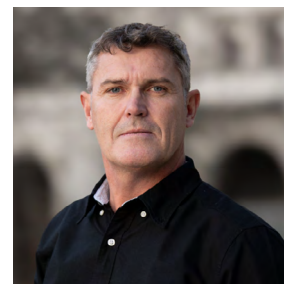
These programmes are underpinned by our four values: we are one team, who deliver brilliantly, by doing the right thing, to make every day better. They also support our broader Environmental, Social and Governance (ESG) ambitions, including our commitment to developing a diverse talent pipeline and recruiting a senior leadership team that is reflective of the wider communities in which we operate.

At RS, belonging is more than a principle. It is a promise. We are committed to welcoming different perspectives, ensuring that everyone feels valued, seen, and heard, and creating an environment where every colleague can thrive. We will continue to challenge ourselves to make meaningful, sustained progress.

We hope you find the gender pay gap information you read here interesting and encouraging. We're making progress and remain firmly committed to continuing this forward.



Simon Pryce
Chief Executive Officer
(CEO), RS Group



Steve Izquierdo
Chief People Officer
(CPO), RS Group

OUR 2024/25 GENDER PAY DATA FOR ALL UK EMPLOYEES



Leanne Dore,
VP of Group Reward

The tables below show the combined numbers for RS Group plc, RS Components Ltd., and RS Integrated Supply UK.

While preparing the 2024/25 Gender Pay Gap report, we discovered that the calculation method used in previous years had incorrectly included overtime in the gross pay calculation. The published numbers were therefore incorrect.

The numbers for 2025 included in this report have been calculated using the correct methodology. We have also recalculated and are re-reporting the 2023 and 2024 numbers to allow an accurate trend analysis. Where relevant, the tables show the previously reported 2023 and 2024 numbers and the corrected numbers for both years in addition to the 2025 numbers.

	MEAN					MEDIAN				
	2025	Corrected 2024	Reported 2024	Corrected 2023	Reported 2023	2025	Corrected 2024	Reported 2024	Corrected 2023	Reported 2023
Gross Hourly Pay Gap	12.8%	13.3%	12.6%	20.1%	18.1%	17.6%	16.3%	13.4%	19.3%	17.7%
Bonus Pay Gap	34.1%	N/A	32.3%	N/A	49.7%	16.5%	N/A	19.6%	N/A	36.0%

GENDER SPLIT BY PAY QUARTILE						
	Female 2025	Male 2025	Corrected Female 2024	Corrected Male 2024	Reported Female 2024	Reported Male 2024
Top	38.2%	61.8%	39.1%	60.9%	38.6%	61.4%
Q3	42.7%	57.3%	46.5%	53.5%	47.1%	52.9%
Q2	47.8%	52.2%	53.5%	46.5%	55.8%	44.2%
Q1	58.3%	41.7%	53.7%	46.3%	51.1%	48.9%

Why we use median and mean

These two different measurements help us understand the gender pay gap better.

The **mean** is the difference between the average pay. Because the mean includes all the lowest and all the highest rates of pay, it helps us understand the effect of having a larger proportion of women in lower-paid roles and a larger proportion of men in higher-paid roles.

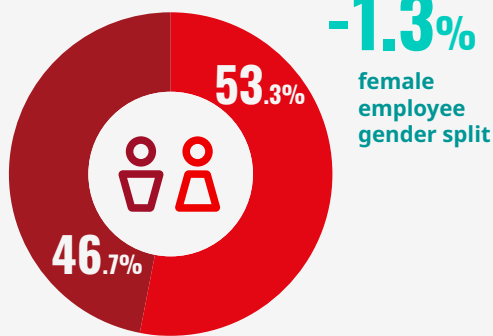
The **median** shows the difference between the midpoints in the range of pay. To calculate the midpoint, we take everybody's pay, list them in order and pick the middle salary. The median is a more meaningful measure statistically than the mean, as it minimises the impact of the very high-paid and very low-paid outliers. However, the median is also statistically more volatile than the mean, as it more closely reflects changes in the composition of the workforce, including when high-paid or low-paid workers join or leave, or if these workers receive a larger adjustment in pay.

THE DATA OVERALL

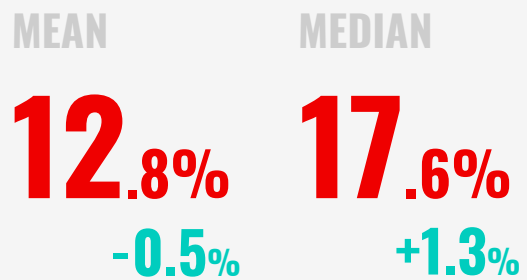
This data represents a 2024/25 snapshot for the company overall, figures in teal represent the numerical difference compared to 2023/24 figures. Data for our individual legal entities can be found in Appendix I, II and III. All data is from 5th April 2025.



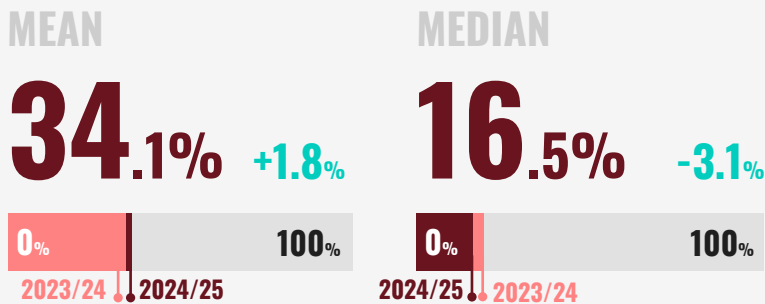
Gender split



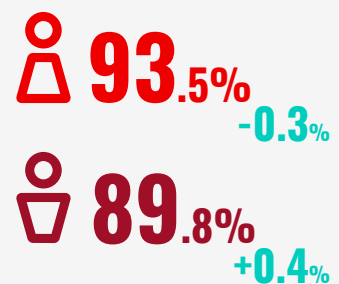
Pay gap: hourly rate¹



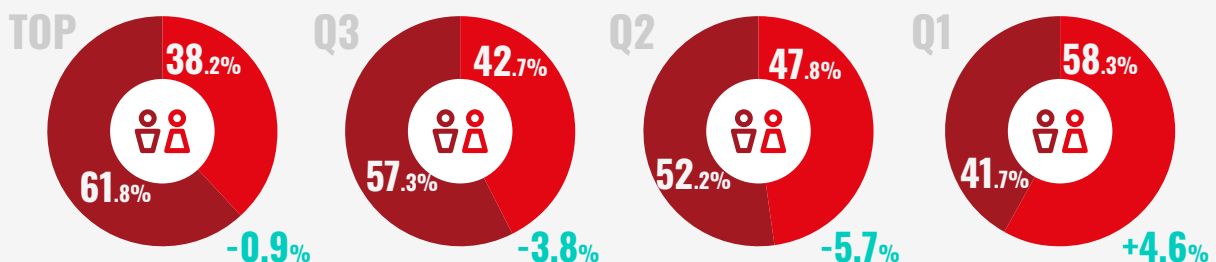
Pay gap: bonuses



Receiving bonuses²



% of women by pay quartile



¹ Negative numbers here show that the gender pay gap has closed since last year.

² All UK-based employees are eligible for a bonus after a given period. The percentages here are a reflection of timing: some employees joined too late in the financial year to be eligible.

WHAT THE NUMBERS TELL US

As required, we report on the gender pay gap for all our UK legal entities with more than 250 employees. However, we focus on our overall numbers in this report, as these provide a more complete picture of the gender pay gap within the UK organisation as a whole.

The UK workforce at RS Group remains balanced and within one or two percentage points of our gender split in the previous year. However, in all four pay quartiles, we have seen a slightly higher percentage of men employed in 2024/25 compared to the 2023/24 period.

Mean pay gap

The mean gender pay gap has reduced by just under 0.5 percentage points. This shows that the strategy and actions taken to date are having a positive impact, although we must continue our focus on creating an inclusive environment for all our employees.

Median pay gap

The median pay gap has widened slightly by 1.3 percentage points. In line with our reward philosophy of providing market-competitive pay levels, in 2025 we adjusted pay for some roles in the lower two pay quartiles to close gaps to market rates of pay. There was also a large increase in the National Living Wage, which is reflected in these two quartiles. Although these increases were gender neutral, more men than women are employed in these roles, which has shifted the median value.

Pay quartiles

Our overall workforce remains well balanced, with women representing 47% of employees. Across all four pay quartiles, we have seen an increase in the proportion of men compared with the previous reporting period. This shift reflects the slightly higher percentage of men employed in 2024/25 overall.

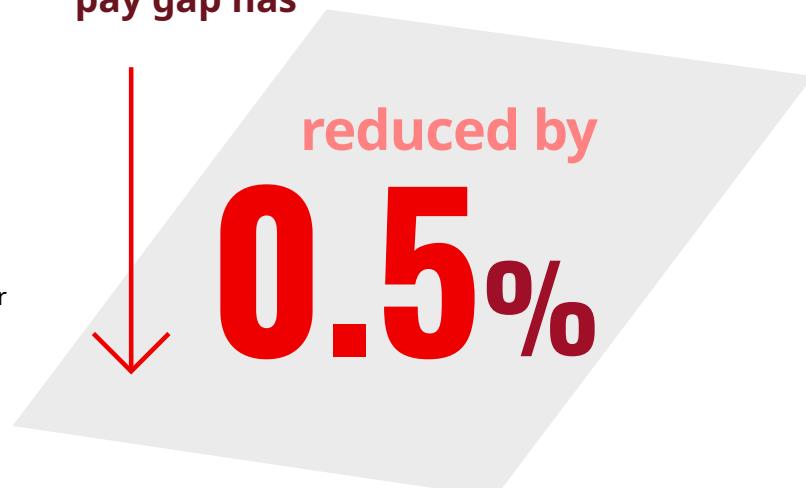
Over the last few years, we have seen an upward trend in the percentage of women in our top two pay quartiles. However, this has not been maintained in this year's data, and the number of women in the top quartile has decreased slightly by 0.9 percentage points. There has been a bigger reduction of 3.8 percentage points in the second upper quartile (Q3). This is disappointing, although there has been an increase in the number of women joining and being promoted since the snapshot date. Securing women in leadership roles remains a focus for both senior recruitment and our development initiatives, including Women Rising and our Leadership Advantage Programme with Duke Corporate Education.

Bonus gaps

As all our UK-based employees are eligible for a bonus, the percentage of our people receiving a bonus is a reflection of timing, as some joined the company too late in the financial year to be eligible.

However, the mean bonus gap has increased by 1.8 percentage points this year. A number of our bonus plans are based on a percentage of salary. As the number of men in the top two pay quartiles has increased compared to women, the gender gap for bonuses has also increased.

The mean gender pay gap has





CLARE QUAID

MENOPAUSE CHAMPION

Clare is a Service and Process Trainer who is responsible for functional and process training programmes within Customer Services, Internal Sales and RS Local Branches, based out of Corby. As a Menopause Champion, she raises awareness and delivers training for colleagues throughout RS Group UK & Ireland.

“At RS, menopause support has been developing for several years. When I was asked to get involved with the Elevate Menopause Champion group, I didn’t hesitate. I wanted to help bring visibility to something that affects so many people but is still widely misunderstood, and I’m proud to have been part of how that support has grown.

“Menopause awareness matters to me because, like many women, I entered my 40s not really knowing what to expect. I didn’t recognise what was happening and I felt really disconnected from myself. It took time, research and some difficult conversations to work out what was happening.

“What makes me proud is that RS Group backs this work with real support and policy.”

“Alongside my role as a trainer, I now deliver bi-annual menopause sessions through our regular monthly Espresso learning programme, which is available globally. They’re short, informal sessions that are open to everyone. They’re not recorded, which helps create a psychologically safe space for honest conversations.

“I also run face-to-face workshops in our UK & Ireland distribution centres with our Occupational Health Nurse and help promote the learning resources available across our platforms. We’re supported by a growing network of trained Menopause Champions who are connected through a dedicated Elevate community on our employee platform, Viva Engage. They offer open, approachable support for anyone who wants to talk.

“What makes me proud is that RS Group backs this work with real support. We have a Menopause Policy across our UK operations, and health benefits that help colleagues manage symptoms in ways that work for them. We’ve also got simple but thoughtful measures that help preserve dignity, from discreet clothing options to emergency supplies. There are also wellness rooms across various sites – a quiet, calm space where we can discuss issues in private. Elevate’s partnership with DAME, a leading period care brand, also helps improve period dignity by providing free sanitary products in bathrooms in all our UK sites.

“Menopause affects everyone differently. I’ve seen how confusing and frightening menopause symptoms can be when women don’t understand what’s happening to them. I’ve seen confidence disappear, relationships be affected and colleagues become overwhelmed by changes. I’ve also seen the relief when someone realises they’re not alone and that there’s a reason for what they’re experiencing.

“That’s why awareness, flexibility, empathy, and compassion matter so much. If sharing my experience helps even one person feel less isolated or more confident asking for support, it’s worth it.”

DAME creates comfortable, toxin-free, sustainable alternatives to traditional sanitary products that cause as little harm to our environment as possible when made, used and finished with. DAME works to ensure people with periods everywhere have access to better products, education, and resources, and is changing the conversation to bring periods into the 21st century for all people, whatever their ethnicity or gender identity.



MARINA CAPPELLI & KAREN KERR

DOMESTIC ABUSE POLICY AND SUPPORT

Marina is a People Business Partner at RS Group based in Milan, Italy, and the Chair of Elevate, our ERG for women and allies. Karen is Vice President of Group Communications, based in London, UK, and recently became a trustee of Northamptonshire Domestic Abuse Service (NDAS), a charity supporting victims of domestic abuse in Northamptonshire, home of our UK operations hub.

Karen: "When we first started talking about domestic abuse, I remember thinking how careful we needed to be. It's such a sensitive subject and everyone's experience is different. The last thing we wanted was to get it wrong or feel corporate about it. But doing nothing didn't feel right either."

Marina: "Through Elevate, we'd started to see how many different ways abuse can show up, and how often people carry it silently. Employer support can genuinely make a difference, especially when work is the only place where someone feels secure."

Karen: "That's why starting with a clear policy felt important. Something that offered practical support, not just words. So, for example, any employees experiencing domestic abuse can access confidential support through our employee assistance programme, as well as flexibility around working hours or location and additional paid leave if required. Or they can just have the space to talk with a manager or someone in the People team."

Marina: "And we've rolled out online learning through our learning platform that is about helping colleagues recognise signs and feel more confident if someone reaches out. Not fixing the problem but knowing how to listen and where to point someone next. And in March 2025, we introduced virtual classroom training to broaden the knowledge around signs and support for domestic abuse. It makes a huge difference when people feel they're prepared to offer support."

Karen: "Our partnership with NDAS is a really important part of this. We don't pretend to be experts. Instead, we listened and learned from their people, and that helped us shape guidance that says a lot about RS Group. It sends the message that support doesn't stop at performance or productivity. If someone isn't safe at home, that affects everything. A supportive workplace can be a lifeline."

"Starting with a clear policy felt important. Something that offered practical support, not just words."

Marina: "The response has been really encouraging, both in the UK and beyond. I'm delighted that all these pieces connect – the paid leave, the flexibility, the online learning, the classroom sessions, and Elevate's guidance. Together, we create an environment where people feel safe, heard and able to thrive."

About Northampton Domestic Abuse Service (NDAS)

NDAS is one of Elevate's charity partners and believes that everyone has the right to live their life free from harm and abuse. It is committed to saving, reclaiming and improving the lives of individuals and families that are affected by domestic abuse. The team works intensively with clients in refuge and in the wider community to ensure they have all the practical and emotional support required to move forward with their lives.



MAYURI PATEL

LIFELONG LEARNING AT RS GROUP

Mayuri is a Continuous Improvement Practitioner at RS Group, based in Nuneaton, UK and a passionate advocate for continuous improvement and development. She has a Lean Competency System (LCS) Green Belt, is working towards her Black Belt, and in 2025, won the LCS Rising Star Award.

"My journey at RS hasn't been a straight line. When I joined, I started on evening shifts in the distribution centre (DC), picking and packing and studying English during the day. I'd just moved to the UK from India and everything felt new.

"I moved into a team leader role and then I didn't get a role I thought I was ready for. I found out I was pregnant, and when I was on maternity leave, I decided to invest in myself and I studied leadership and management. I came back with a completely different mindset.

"That's when I really started to understand development. My managers encouraged me to get involved in continuous improvement (CI) as a CI Ambassador alongside my day job and I loved it. I realised that improvement doesn't have to be big and complicated. It starts with asking, "What's bothering you?" and having the confidence to do something about it.

"Now, as a CI Practitioner, I coach and support people across the DC. I help them run projects, get accredited and believe in what they're capable of.

"One of my best projects was reducing single-use plastic in our DC. When we measured how much waste we produced, it shocked us. We made a life-sized elephant from our plastic waste that helped people really see the problem. It influenced change across our European DCs and earned external recognition, which was incredible. This project really aligned with one of our values of 'doing the right thing', which I think is why so many people got involved to make systemic change in the way we operate.

"There's a real passion for personal and professional growth at RS, whatever path you take. We've got clear policies that support career progression and genuinely encourage people to grow. We also have structured training programmes and initiatives that open opportunities to everyone.

"Improvement doesn't have to be big and complicated. It starts with asking, 'What's bothering you?' and having the confidence to do something about it."

"I've been supported by brilliant managers and mentors who believed in me. That really gave me the confidence to ask for support when I needed it and to say yes to new opportunities, even when I didn't tick every box.

"I don't plan ten years ahead anymore. I keep an open mind about where I could go next and take opportunities when they turn up. With the right support, anything is possible."

The Lean Competency System (LCS)

LCS is a globally recognised framework originally developed by Cardiff University for accrediting lean training and certification programmes. It helps leaders build capability and credibility, drive cultural change and deliver measurable results, with a focus on practical application. LCS enables practitioners to demonstrate their skills through case studies and work-based projects rather than just theoretical tests.



CLOSING THE GENDER PAY GAP

Jessica Chu
Group Head of Belonging

We are now six years into our Diversity and Inclusion (D&I) journey. In that time, we have built strong foundations through policy, governance and culture that we continue to review and strengthen as we evolve.

“Women’s experience is shaped by who joins our organisation, who stays, who progresses, and who feels supported.”

Throughout that journey, the gender pay gap has become an important lens through which we look at the experience of women in our organisation. It gives us a clear, if sometimes uncomfortable, view of where we are making progress and where we still have work to do. This year, it reminds us that progress is not always linear and that structural and systemic change takes time.

But a pay gap is not the only measure for assessing our performance. The experience of women is shaped by who joins our organisation, who stays, who progresses, and who feels supported, not just initiatives that help break the glass ceiling. That’s why, in this report, we have chosen to highlight some of the often under-recognised areas that affect women’s working lives, which sit alongside a broader commitment to data-led decision-making, continual learning and shared accountability.

A key shift this year has been the evolution of our D&I strategy into a broader ‘belonging’ strategy, which directs our focus to creating an environment where every individual feels psychologically safe and valued. Belonging recognises that people do their best work when they feel supported as whole individuals, not just as employees or representatives of a group.

The strategy’s goals are:

- **To be an organisation that focuses on enabling all talent from top to bottom**
- **To provide wellbeing support for our people so that everyone can perform at their best, develop and thrive**
- **To foster greater psychological safety as individuals and allies, challenge the status quo and speak up when we witness bias or discrimination**

Encouraging open conversations, supporting managers and enabling individuals will help us continue to grow this belonging strategy into our business. And although there will always be more to do, our direction of travel is clear. By focusing on wellbeing, psychological safety and belonging, we are better placed to retain talent, maintain momentum, and create a workplace that empowers everyone in our organisation.

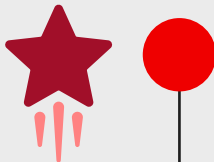
“Belonging recognises that people do their best work when they feel supported as whole individuals.”



OUR BELONGING COMMITMENTS

“Our company is already seeing the real benefits that come from harnessing the full diversity of our talent, and this strengthens our business every day. We remain firmly committed to closing the gender pay gap and advancing gender equity across all levels of our organisation. While we continue to challenge ourselves, we recognise that this is a journey — one we are determined to make meaningful, sustained progress on.”

**Rona Fairhead, Chairman
RS Group**



IN PLACE

The fundamentals that we have established and are continually monitoring

As we bring our belonging strategy to life, we are building on strong foundations of leadership accountability, data, governance, and open and transparent communication.

We are committed to continually reviewing our activities to ensure a workplace where everyone can thrive. The following is a snapshot of some of our key initiatives.

- ERG-hosted events to support broadening our knowledge and understanding for all our people, for example, International Women’s Day, Breast Cancer Awareness Month, Menopause Awareness, Mental Health Awareness Week, Black History Month, PRIDE and more
- Embedding our reward philosophy to support alignment with our values and the clear articulation of our overall compensation that attracts, retains and incentivises our people
- Professional development through programmes including Women Rising, Mission Include, and Male Allies
- Online training for both employees and managers to support all neurodivergent colleagues
- D&I data collection in the UK to create baseline data that helps improve workforce planning, address recruitment and retention challenges, and support accurate, transparent reporting aligned with regulatory requirements
- Annual policy review to ensure best practice and standards around transgender, disability, and domestic abuse topics
- Governance structures, weighted objectives, and roles and responsibilities for all ERG Chairs and Executive Committee (ExCo) sponsors defined to ensure consistency, quality and impact across our approach
- Continued focus to attract and retain diverse talent to ensure our teams and leadership reflect the wider communities in which we operate



IN PROGRESS

Events and initiatives that we are actively moving to launch

- Further expansion of our ERGs, including:
 - Developing support in markets which historically have been slower to adopt
 - Continuing to build psychological safety
 - Providing growth opportunities through local committee member roles to grow and raise the profile of ERG chapters with the global senior leadership team
- Greater collaboration with colleagues at distribution centres and warehouses to encourage awareness of and engagement with ERGs
- Increased visibility of our menopause offering to ensure employees and managers know where to find support
- Development of data packs for ExCo members to aid robust conversations around talent development, progression and open opportunities
- Inclusive leadership development for ExCo members with external thought leader, John Amaechi, to raise awareness of the experiences of people with protected characteristics and to challenge traditional ways of thinking about inclusion
- Monitoring of open leadership roles by the Talent Acquisition team to ensure recruitment of the best talent from the communities we operate in and to showcase a representative view of RS during the interview process
- Growing the number of Mental Health First Aiders at all sites worldwide



IN PLANNING

Actions we want to make happen that are still in the early stages of development

- Conducting a maturity audit and gap analysis to identify key initiatives in functions and geographies to support the wellbeing of our people
- Working with our Strategic Workforce Planning (SWP) and AI teams to raise awareness around different perspectives and ways of working that diverse workforces have, with a specific focus on disability, neurodivergence and age
- Growing our ERGs and communities to support our people
- Building/buying learning assets to ensure we have the skills to support the development of all employees and the wellbeing and psychological safety of our people
- Working with external vendors to help support the delivery of our wellbeing strategy



ERGS: MORE VOICES, MORE CHANGE

Clare Underwood
Chief of Corporate Services, Company Secretary
and Executive Sponsor of Elevate ERG

The stories in this report are not isolated examples of good practice. Clare's work to demystify menopause, Marina and Karen's commitment to supporting colleagues experiencing domestic abuse, and Mayuri's remarkable journey from an entry level role to CI Practitioner are snapshots of a wider commitment to creating a workplace where everyone can thrive. They are also illustrations of the essential role that ERGs play in surfacing the issues that matter most to our people.

Last year, we committed to amplifying the voices of our ERGs to help find constructive solutions to underlying challenges, and to making sure that all ExCo members understand the impact of their decisions through training and listening cycles. Jess' Belonging update on page 9 shows we have made good progress on these goals, and on many more.

This year, we will continue to strengthen our ERGs by growing them globally to give more of our people a voice and an effective channel for making change happen. ExCo members will continue to provide essential support, sit on ERG councils, take on reverse mentorship roles, and champion new initiatives.

"In short, we will keep listening, keep acting and keep raising the bar."

Through our Elevate ERG, we will make sure that our commitment to closing the gender pay gap is closely linked to the actions called out in this report. We will be there to support data collection to build a baseline and hold transparent conversations with leaders, or to showcase Menopause Champions, and work closely with our Strategic Workforce Planning and AI teams.

Elevate is here to engage and listen and to lead the charge by influencing policy change at the heart of our global organisation, and will continue to listen, support and drive action for our members and allies. In short, we will keep listening, keep acting and keep raising the bar.

APPENDIX I GENDER PAY GAP DATA FOR ALL LEGAL ENTITIES

This data represents a 2024/25 snapshot, figures in teal represent the numerical difference compared to 2023/24 figures. Data for our individual legal entities can be found in Appendix II and III. All data is from 5th April 2025.

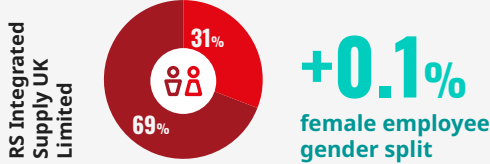
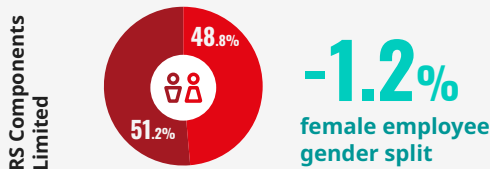
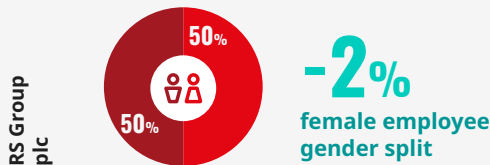


- Male

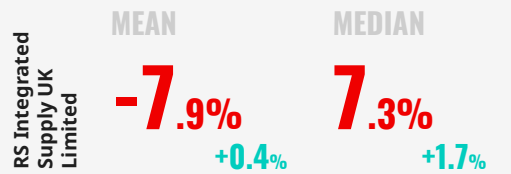
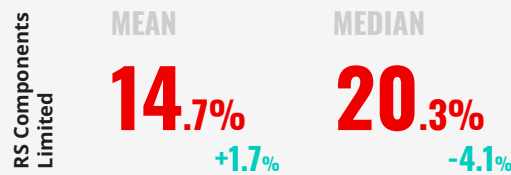
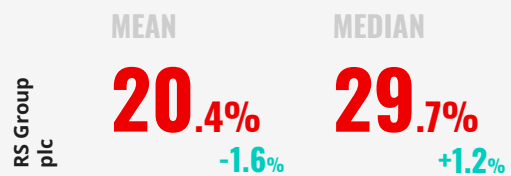


- Female

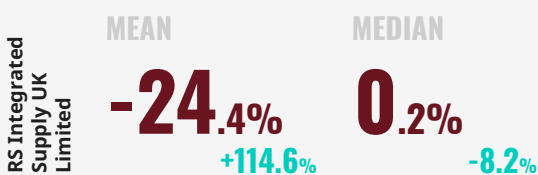
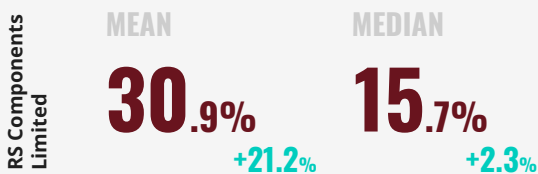
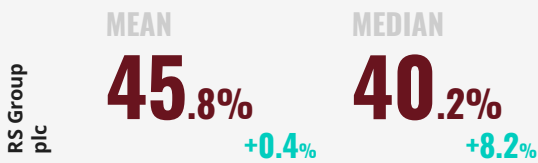
Gender split



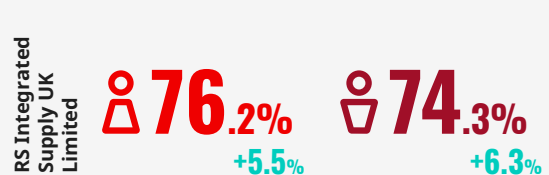
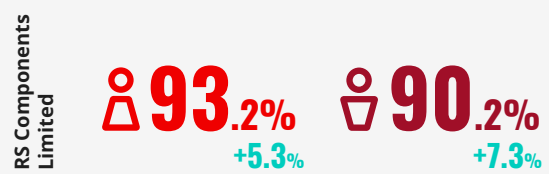
Pay gap: hourly rate



Pay gap: bonuses



Receiving bonuses



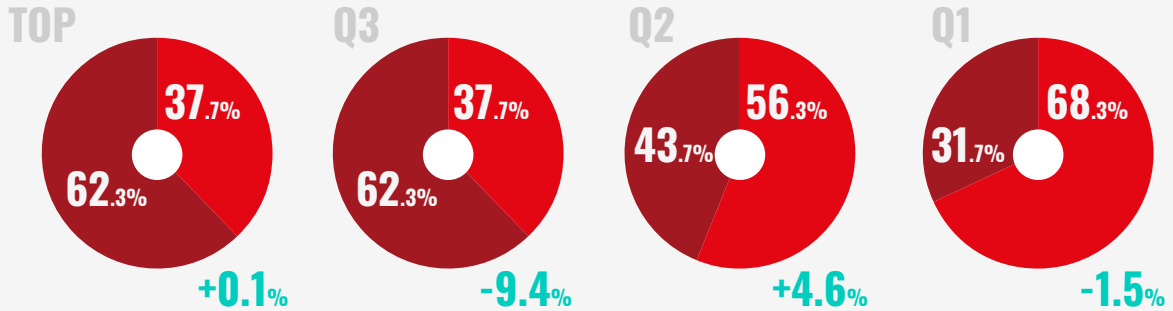
APPENDIX II GENDER PAY GAP DATA PER PAY QUARTILE FOR ALL LEGAL ENTITIES

This data represents a 2024/25 snapshot, figures in teal represent the numerical difference compared to 2023/24 figures. Data for our individual legal entities can be found in Appendix III. All data is from 5th April 2025.

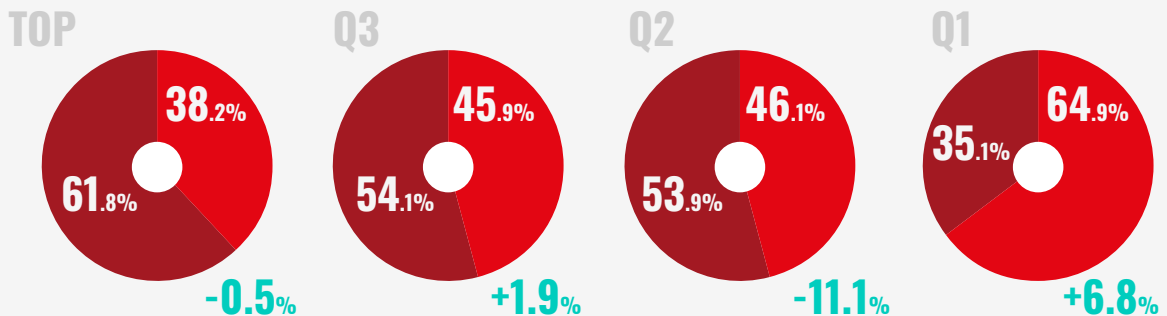


% of women – pay quartiles

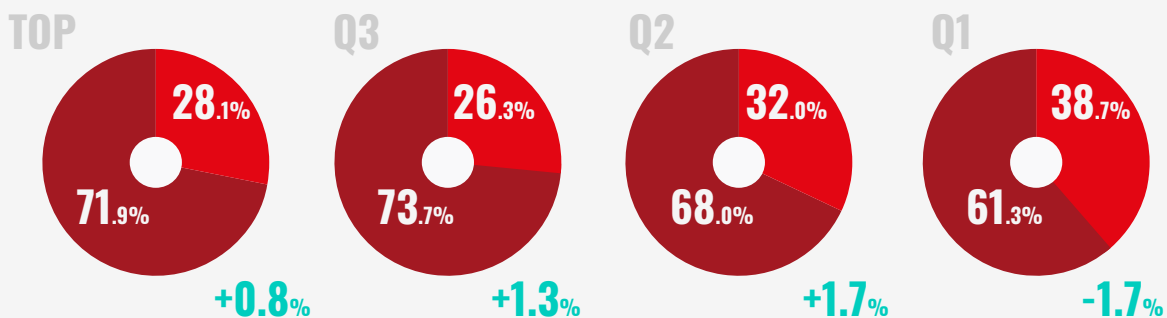
RS Group plc



RS Components Limited



RS Integrated Supply UK Limited



APPENDIX III

FULL BREAKDOWN

		GENDER SPLIT		PAY GAP: HOURLY RATE		PAY GAP: BONUSES		RECEIVING BONUSES		PAY QUANTILES (% OF WOMEN)			
		Female	Male	Mean	Median	Mean	Median	Female	Male	Top	Q3	Q2	Q1
Overall	2024/25	46.7%	53.3%	12.8%	17.6%	34.1%	16.5%	93.5%	89.8%	38.2%	42.7%	47.8%	58.3%
	2023/24	48.0%	52.0%	13.3%	16.3%	32.3%	19.6%	93.8%	89.4%	39.1%	46.5%	53.5%	53.7%
	2022/23	51.9%	48.1%	20.1%	19.3%	49.7%	36.0%	94.6%	91.5%	36.9%	46.5%	56.7%	52.4%
RS Group plc	2024/25	50.0%	50.0%	20.4%	29.7%	45.8%	40.2%	99.1%	99.3%	37.7%	37.7%	56.3%	68.3%
	2023/24	52.0%	48.0%	22.0%	28.5%	45.4%	32.0%	99.9%	99.5%	37.6%	47.1%	51.7%	69.8%
	2022/23	51.5%	48.5%	29.2%	29.7%	59.5%	49.9%	99.3%	98.9%	36.3%	46.3%	59.1%	64.3%
RS Components Limited	2024/25	48.8%	51.2%	14.7%	20.3%	30.9%	15.7%	93.2%	90.2%	38.2%	45.9%	46.1%	64.9%
	2023/24	50.0%	50.0%	13.0%	24.4%	9.7%	13.4%	87.9%	82.9%	38.7%	44.0%	57.2%	58.1%
	2022/23	49.1%	50.9%	17.5%	22.9%	23.3%	1.0%	85.9%	81.0%	35.7%	41.2%	60.7%	58.8%
RS Integrated Supply UK Limited	2024/25	31.0%	69.0%	-7.9%	7.3%	-24.4%	0.2%	76.2%	74.3%	28.1%	26.3%	32.0%	38.7%
	2023/24	30.9%	69.1%	-8.4%	5.6%	-139.0%	8.4%	70.7%	68.0%	27.3%	25.0%	30.3%	40.4%
	2022/23	29.0%	71.0%	-11.5%	5.0%	-64.4%	14.4%	89.0%	88.0%	25.5%	27.7%	20.2%	42.6%