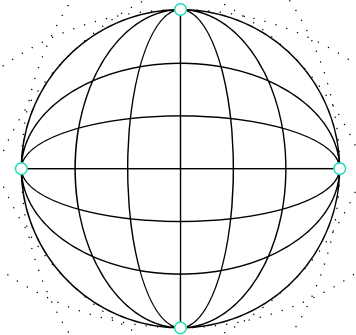


Vialto Partners UK Gender Pay Gap Report 2025/2026

APRIL 2026





Preface

This is the third year that we are reporting our Gender Pay Gap data. The data relates to our UK employee population and based on the 12 months to 5th April 2025. A total of **516 employees** were included in the analysis, with **59% women** and **41% men**.

Vialto is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion (DEI). DEI is core to our stated purpose – to make global work feel borderless and boundless. We seek to embed DEI into how we work, who we are, and everything we do. We want everyone, to feel that they can be themselves while achieving their maximum potential. We are committed to fostering an environment where all differences are valued, where our employment practices are equitable, and where a sense of belonging is always fostered.

Understanding our Gender Pay Gap Report

The gender pay gap data included in this report shows the difference in average pay between men and women working in our organisation in the UK, regardless of their role or seniority. The gender pay gap is different from equal pay and does not represent pay inequity between men and women.

We are fully committed to ensuring that men and women are paid the same for work of equal value.

We are required to report on two average measures of the gender pay gap:

- **Mean gender pay gap** – this is the difference between the average hourly pay of men and the average hourly pay of women. It is calculated by adding together all hourly pay rates for each gender, divided by the number of employees of that gender and comparing the two figures. This calculation is impacted by outliers in very high or very low pay/bonus payments
- **Median gender pay gap** – this is the difference between the middle hourly pay rate for men and the middle hourly pay rate for women when all employee hourly rates are listed in order from lowest to highest. The median is often considered a better indicator of typical pay because it is less impacted by earners at either end of the scale and is more stable.

In addition to hourly pay, we report the gender pay gap for bonus pay, as well as the proportion of men and women receiving a bonus and the distribution of men and women across pay quartiles.

These calculations follow the methodology set out by the UK Government's gender pay reporting regulations.

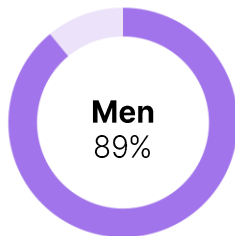
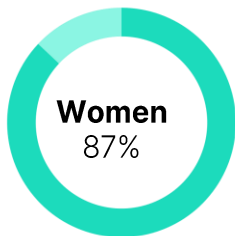


Our Gender Pay Gap Metrics

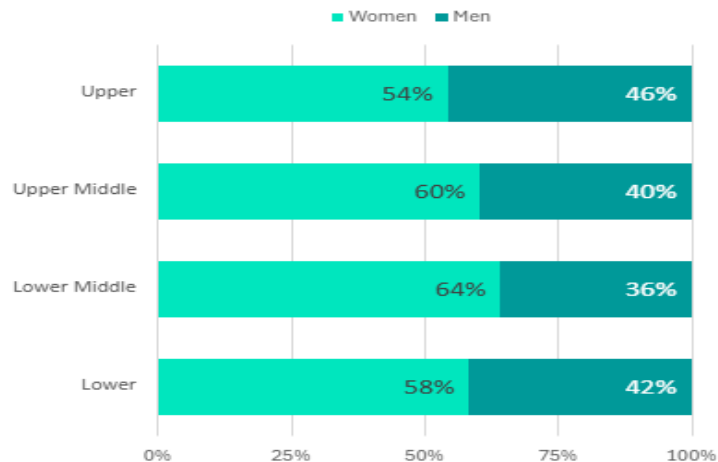
Gender pay gap:

Vialto Partners UK	Hourly Pay	Bonus Pay
Mean	19.9%	37.6%
Median	6.8%	18.8%

Percentage receiving bonus:



Each hourly pay quartile:



Gender Pay Gap Report Summary

Since the last reporting period, we are pleased to have seen progress in several areas including an increase in the number of women receiving bonuses and a greater representation of women in the upper quartile of hourly pay.

Our median gender pay gap for hourly pay has improved, reducing from 7.2% in the last reporting period to 6.8% this year. This positive shift reflects the ongoing efforts to attract, retain and develop our diverse talent across the organisation. While our median gender pay gap for bonus pay has seen a slight increase from 17.6% to 18.8% we remain focused on identifying opportunities for further improvement.

We also note an increase in the mean gender pay gap for both hourly and bonus pay. This is primarily influenced by a higher proportion of male employees in senior regional and global positions, which carry broader responsibilities and correspondingly higher remuneration, therefore affecting the mean averages.

Overall we remain committed to fostering an inclusive and equitable workforce. We will continue to build on our progress and take meaningful steps toward reducing the gender pay gap, ensuring that our organisation remains a place where employees can thrive and succeed.



Closing Our Gender Pay Gap

Vialto has a sustained commitment to fostering a culture of inclusion and belonging for all colleagues. Through a range of ongoing initiatives, we continue to strengthen our collaborative efforts to ensure every individual feels valued, supported and empowered to reach their full potential.

Our focus on talent development is central to this. In alignment with our Vialtitude strategic drivers and behaviours, we have introduced several initiatives designed to enhance growth and capability across the organisation. These include the launch of our Foundational Skills Curriculum, Accelerate Onboarding, High Potential Leadership Development programs and a suite of comprehensive learning pathways.

As we reaffirm our commitment to building balanced and diverse teams, our current UK Partner population is almost at a 50/50 gender split, and we remain focused on creating an inclusive environment that supports female progression into leadership.

To further strengthen representation across all levels, particularly in senior roles, we remain committed to:

- Aspiring for our internal and external recruitment and selection processes to have diverse talent pipelines for roles
- Investing in development and progression opportunities
- Monitoring pay practices for fairness

Closing the gender pay gap is a long-term commitment. Vialto is dedicated to building a balanced leadership pipeline and ensuring equal opportunities for all employees. We will continue to review our processes and report on our progress annually.



Statutory Disclosure

I confirm that the information and data reported in the statutory disclosures for CD&R GALAXY UK OPCO LIMITED (trading as Vialto Partners) are accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Olivia Clarke

Olivia Clarke

HR Business Partner Leader—EMEA & Europe West

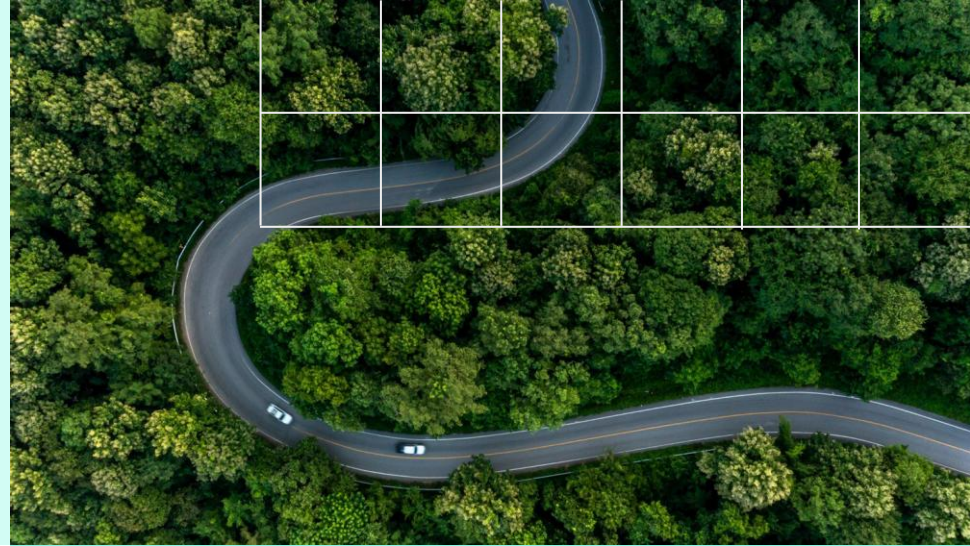
Keith Nichols

Keith Nichols

Europe West Leader



Thank you



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