

GENDER
PAY GAP
REPORT
2019



What is Our gender pay gap?

At Cosine, our mean gender pay gap for hourly pay is **16%**.

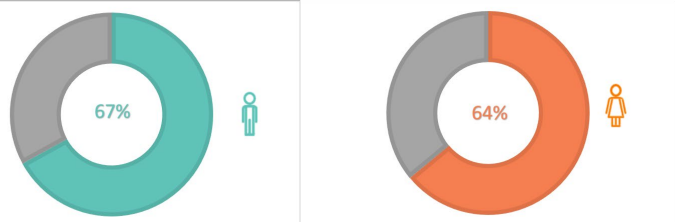
The median gender pay gap for hourly pay is **32%**.

Gender split of **Cosine** employees:



Bonus Pay Gap

Proportion of employees receiving a bonus at Cosine:



Our mean and median gender bonus gap

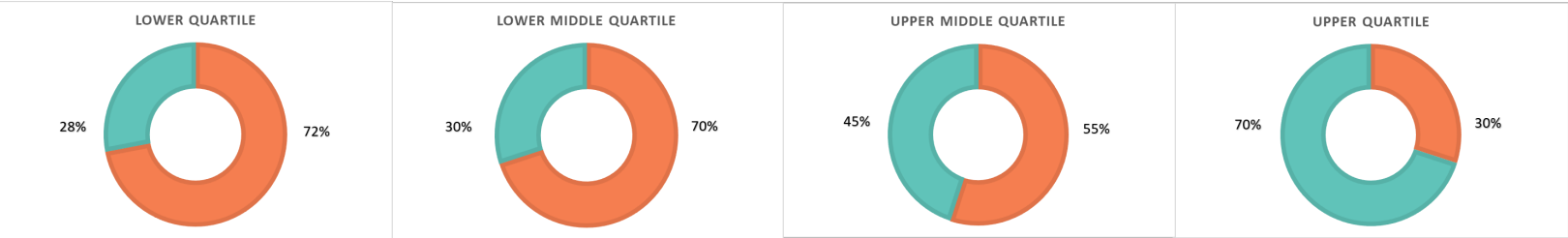
Our mean bonus pay gap is **77%**

Our median bonus pay gap is **85%**

Bonus Pay Gap

Proportion of males and females by pay quartile

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts).



Pay Quartiles