

## Gender Pay Gap Reporting - Omar Park Homes

Measure	2022	2023	2024	2025
Mean Gender Pay Gap	6.10%	7.00%	9.80%	9.20%
Median Gender Pay Gap	3.80%	4.70%	2.90%	9.40%
Mean Bonus Gender Pay Gap	-34.00%	2.50%	-4.00%	-25.50%
Median Bonus Gender Pay Gap	-6.80%	40.60%	-31.20%	-2.90%
% Males Receiving Bonus	82.80%	86.00%	93.80%	91.10%
% Females Receiving Bonus	75.30%	79.20%	96.20%	87.30%
% Female Employees	12.00%	14.00%	14.00%	16%
% Male Employees	88.00%	86.00%	86.00%	84%

Pay Quartiles	2022		2023		2024		2025	
	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female
Lower Quartile	80%	20%	79%	21%	76%	24%	69%	31%
Lower Middle Quartile	92%	8%	89%	11%	92.5%	7.5%	94.7%	5.3%
Upper Middle Quartile	89%	11%	88%	12%	84%	16%	86%	15%
Upper Quartile	89%	11%	87%	13%	87.5%	12.5%	85.5%	14.5%