

Brightstar Financial and Sirius Property Finance are delighted to confirm that we have both met and exceeded our original targets.

Group	Target %	Current %	Status	Target No	Current No	Status
Executive Committee	25%	25%	Achieved			
Senior Management	40%	50%	Achieved			
Combined Management	44%	44%	Achieved			
Team Leaders / Captains	50%	50%	Achieved			
Young Learners / Undergraduates*	50%	30%	On Track	5	13	Achieved

**This target was included from 2025 to be achieved over a 3-year period, at 30% we remain on track to achieve this and exceeded the target number of participants*

Data Analysis		2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
1a	Number of staff in total workforce	45	52	58	58	68	75	77	65	72	81
1b	Number of female staff in total workforce	17	21	23	22	26	31	32	25	27	30
1c	Female staff as percentage of total workforce	37%	40%	40%	38%	38%	41%	42%	39%	38%	37%
1d	Number of staff in senior management population	10	12	12	12	13	15	16	12	14	16
1e	Senior management as percentage of total workforce	22%	23%	21%	21%	19%	20%	21%	18%	19%	20%
1f	Number of female senior managers	3	6	7	7	6	7	8	6	7	7
1g	Female senior managers as percentage of total senior management	30%	50%	58%	58%	46%	47%	50%	50%	50%	44%
1h	Number of female senior managers from ethnic minority background					0	0	0	0	0	0
1i	Female senior managers from ethnic minority background as percentage of total senior management					0%	0%	0%	0%	0%	0%
2	Female representation on board as percentage	25%	25%	29%	29%	25%	25%	25%	25%	25%	25%
3	Female representation on executive committee as percentage	25%	25%	25%	25%	25%	38%	38%	25%	25%	25%
4	Please provide the date to which the data in this submission relates	Jul 17	Jul 18	Jul 19	Jul 20	Jul 21	Jul 22	Jul 23	Jul 24	Jul 25	Jul 26

Clare Jupp
Group Chief People Officer (Accountable Executive)