

Niftylift UK pay increases

Year	UK wide increase - March	Average - March	Average ad-hoc through year	Overall average
2021	[SENSITIVE]	[SENSITIVE]	[SENSITIVE]	[SENSITIVE]
2022	[SENSITIVE]	[SENSITIVE]	[SENSITIVE]	[SENSITIVE]
2023	[SENSITIVE]	[SENSITIVE]	[SENSITIVE]	[SENSITIVE]
2024	[SENSITIVE]	[SENSITIVE]	[SENSITIVE]	[SENSITIVE]
2025	[SENSITIVE]	[SENSITIVE]	[SENSITIVE]	[SENSITIVE]

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Year	UK wide increase - March
2021	100
2022	183
2023	200
2024	100
2025	100

Notes:

Column B: UK wide increase - March: the UK staff company wide % pay rise in March

Column C: Average – March: the average UK staff pay rises in March including company wide % increase and merit based pay rises.

Column D: Average ad-hoc through year: the average % for ad-hoc merit based pay rises for UK staff

Column E: Overall average: the total average % pay rise for UK staff including company wide % pay rises and all merit based pay rises.

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