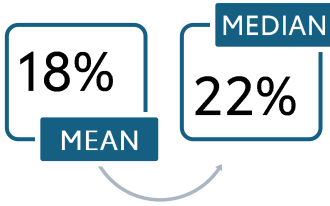


GENDER PAY GAP 2024 KINTO U.K. Limited



SALARY QUARTILES

Quartiles are ordered by individual hourly pay, split into four groups of the same size



SALARY DIFFERENCE BETWEEN MALES & FEMALES

Average hourly pay is the percentage difference between the average pay for men and women, based on the average hourly pay

WHAT PROGRESS HAVE WE MADE & WHAT'S NEXT?

As we mark the second year of completing our Gender Pay Gap Report, we remain firmly committed to fostering an inclusive and equitable workplace for all employees, regardless of gender. We recognise that achieving pay equity is not only a fundamental principle of fairness but also essential to building a culture where every individual can thrive.

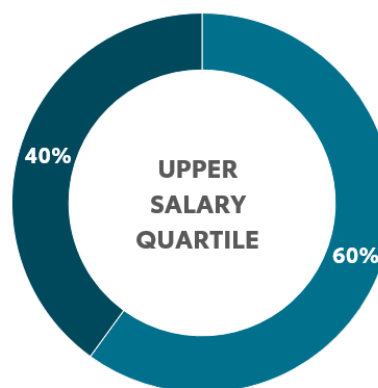
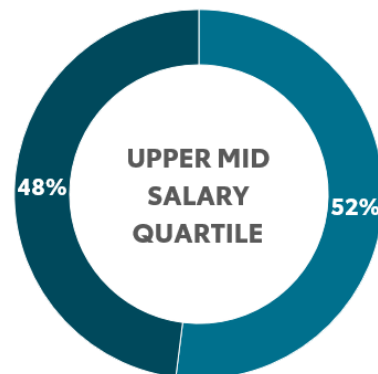
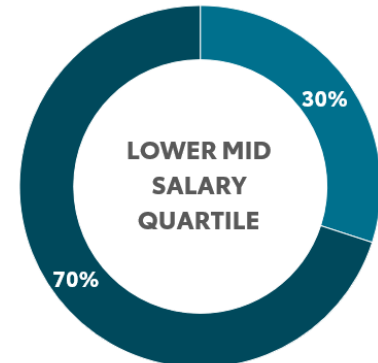
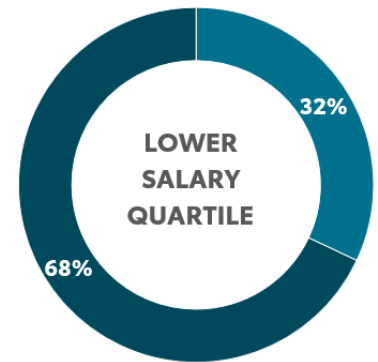
We've made several enhancements to our **policies**. Our enhanced **Maternity leave** policy is now available from day one of joining. Our **Paternity leave policy** has also been improved by doubling the time we give off and we've removed previous qualifying periods. We've updated our **Carers** leave process and improved our **Time off for Dependants** leave options.

We're prioritizing **talent development** with new management essentials training, as well as investing in further learning and development opportunities.

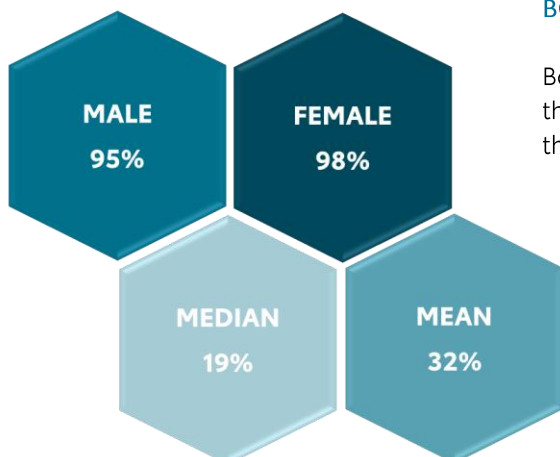
We're also making strides in our **recruitment and selection processes**, with job profiles now using more inclusive language to attract a more diverse range of candidates.

To track our progress in diversity and inclusion, we're launching a **Belonging & Impact Survey** to measure key metrics and to start to assess the impact of our initiatives.

We are proud of the progress made so far and remain dedicated to making continuous improvements to ensure that gender pay equity is a core part of our values and practices.



■ Male ■ Female



BONUS DIFFERENCE BETWEEN MALES & FEMALE

Bonus pay is the percentage difference between the average bonus for men and women, based on the average male bonus

This data is based on the snapshot date of 5th April 2024 and is considered a fair representation of TFS's Gender Pay Gap.

DENA BOND
Director of people & culture