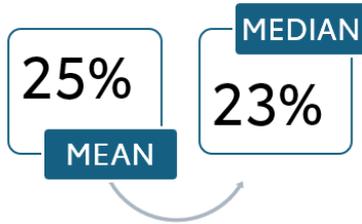


GENDER PAY GAP 2025 KINTO U.K. Limited

SALARY QUANTILES

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

KINTO



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

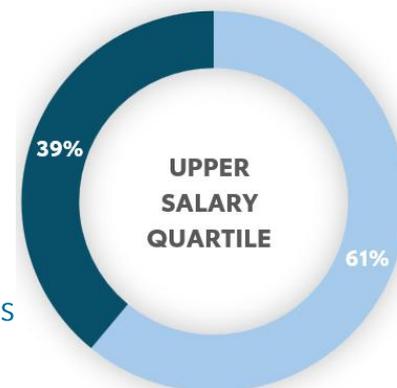
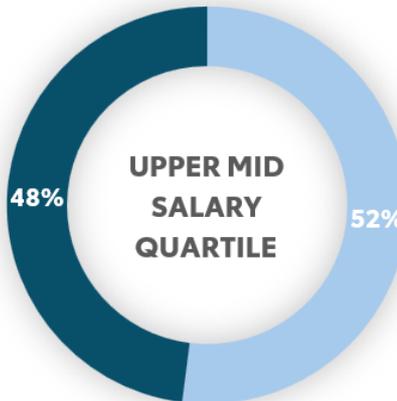
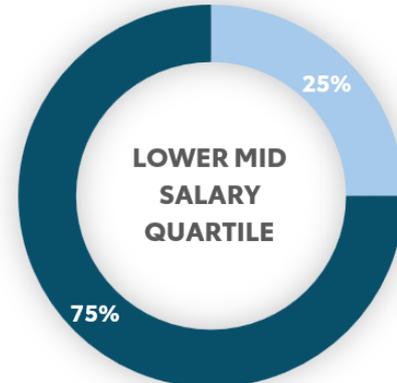
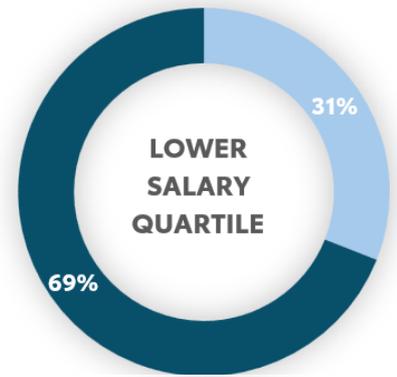
OUR COMMITMENT TO REDUCING THE GENDER PAY GAP

As we reach the third year of sharing our Gender Pay Gap Report, we're proud to continue working towards a workplace that's inclusive, fair, and supportive for everyone, no matter their gender. We know that fair pay isn't just the right thing to do, it's also vital for creating a culture where every person can grow, contribute, and thrive.

We understand that meaningful progress comes from being honest, accountable, and persistent. This report highlights the concrete steps we are taking to promote equality throughout our organisation and demonstrates our commitment to building a workplace where fairness, opportunity, and inclusion are at the heart of everything we do, helping everyone at KINTO to perform at their best. Examples of actions we are continuing to take include:

- Encouraging flexible working by continually reviewing and improving life leave policies to better support the diverse needs of our workforce.
- Supporting working mothers through **The Mum Hub**, a dedicated steering committee designed to help them thrive in their careers. To support this, we're finalising the outcomes of a specific project which will identify opportunities to further enhance our maternity provision within the organisation.
- Promoting talent growth through **internal development programmes** for managers, ensuring fair opportunities for career progression.
- We conducted our first **Belonging & Impact survey**, allowing us to evaluate inclusion initiatives and pinpoint areas for improvement.
- Implementing mandatory **inclusion e-learning** to foster a shared understanding of inclusion and strengthen collaboration across the organisation.

We are dedicated to driving progress and sharing our data openly each year to track the improvements we are making.

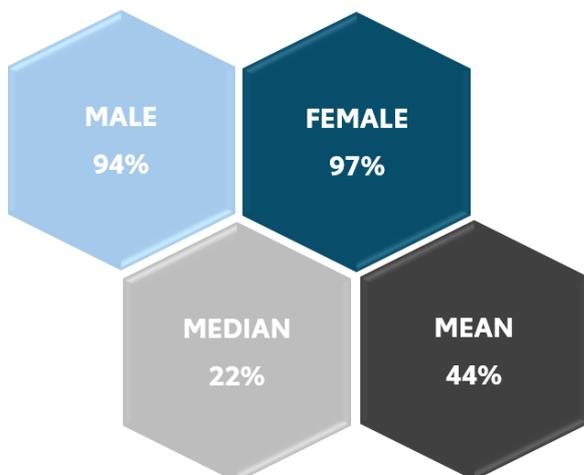


■ Male ■ Female

BONUS DIFFERENCE BETWEEN MALES & FEMALES

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

All employees are eligible for a bonus, even if they are new joiners to KINTO we provide a pro rata bonus.



This data is based on the snapshot date of 5th April 2025 and is considered a fair representation of KINTO's Gender Pay Gap.

DENA BOND
Director of People & Culture