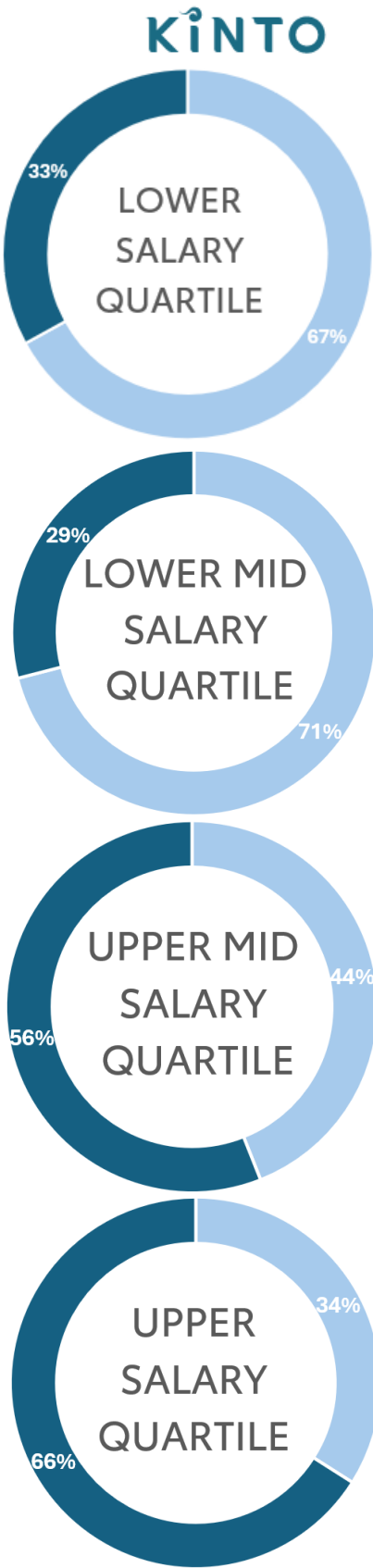


GENDER PAY GAP 2026 KINTO U.K. Limited

SALARY QUARTILES

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



24%

MEAN

MEDIAN

23%

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 championing an inclusive workplace where everyone, regardless of gender, has the opportunity to thrive.

We recognise that meaningful progress comes from being honest, accountable, and persistent. This report highlights the practical 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. Three core focus areas are embedding a formalised talent and succession framework, tailored management development, supported by leveraging the use of employee data to support and inform decision-making:

- **Talent Management and Succession:** formalised succession planning framework and future talent potential model, have been launched. The model has been carefully created to mitigate against bias. This supports KINTO to identify and nurture talent across all areas of the business, strengthening internal career pathways.
- **Management Development:** established a KINTO People Management Development Programme, which promotes talent growth for managers, ensuring fair opportunities for career progression. As well as embedding a culture of inclusive leadership practices.
- **Data Insight:** we monitor feedback from our regular Belonging & Impact and Pulse surveys which led to the introduction of neurodiversity training for people managers, helping us move beyond awareness and create meaningful change.

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

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.

■ FEMALE ■ MALE

FEMALE
90%

MALE
86%

MEDIAN
49%

MEAN
48%

This data is based on the snapshot date of 5th April 2026 and is considered a fair representation of KINTO's Gender Pay Gap.

DENA BOND

Director of People & Culture