

Gender Pay Gap Report 2025 - Timpson Limited

Timpson Limited employs 2,740 colleagues across the UK and is part of Timpson Group. We welcome Gender Pay Gap reporting as an important measure of transparency and accountability. It gives us the opportunity to reflect openly on our pay data, to understand where differences exist, and to consider what more we can do to support fairness and opportunity for all colleagues. We remain committed to creating an environment in which people are recognised for their contribution and are able to progress on merit across the business.

What is the Gender Pay Gap?

Our report on our gender pay and bonus pay gap follows the methodology set by the UK Government's Gender Pay Gap Regulations and compares the difference in the average hourly rates of pay between our male and female colleagues regardless of their roles from the newest colleagues to our most senior executives. It is based on a snapshot of 5th April 2025. Gender pay gap analysis is different from equal pay which is concerned with men and women receiving equal pay for the same or similar work of equal value, a principle that is followed throughout our business.

Our Results for 2025

Timpson Limited continues to make steady progress in relation to its gender pay gap, reflecting our ongoing commitment to workplace diversity, equality, and inclusion. Comparing the snapshot from 5th April 2025 to our previous submission (5th April 2024), several key observations emerge:

Gender Pay and Bonus gap – The table below shows the Timpson mean and median hourly gender pay gap as at 5th April 2025 and also shows the bonus gap for the 12 months to 5th April 2025.

	2025	2025	2024	2024
	Mean	Median	Mean	Median
<u>Timpson Gender Pay & Bonus Gap</u>				
Difference between men and women				
Gender Pay Gap	-2.1%	0.0%	-2.1%	0.3%
Gender Bonus Gap	51.3%	32.4%	62.3%	34.9%

- **Gender Pay Gap** – The mean gender pay gap remained at -2.1% in 2025, indicating that on average our female colleagues continue to earn slightly more per hour than their male counterparts. Encouragingly, the median pay gap improved from 0.3% in 2024 to 0.0% in 2025, showing further progress in pay balance at the midpoint of our pay distribution.
- **Gender Bonus Gap** – The mean bonus gap improved from 62.3% in 2024 to 51.3% in 2025, and the median bonus gap reduced from 34.9% to 32.4%. Whilst both figures remain significant, the overall movement is positive. This continues to reflect the structure of our workforce, with female colleagues representing around 18% of the Timpson colleague population.

The table below shows the proportion of men and women who received a bonus.

Proportion of male and female colleagues receiving bonus pay

	2025
Female	93%
Male	96%

- **Bonus Distribution:** In 2025, 93% of female colleagues and 96% of male colleagues received bonus pay. Although this represents a slightly lower participation rate for female colleagues than in 2024, bonus participation remains very high across the business.

Pay quartiles – The next table shows the proportion of male colleagues and female colleagues across Timpson in four equally sized groups, with each quartile containing 685 colleagues, sorted by level of pay ranging from quartile 1, which shows the lowest paid colleagues to quartile 4, which includes the highest paid colleagues.

	Lower Quartile 2025	Lower- middle Quartile 2025	Upper middle Quartile 2025	Upper Quartile 2025
Female	23%	15%	13%	20%
Male	77%	85%	87%	80%

- **Quartile Representation** - Our analysis shows female representation of 23%, 15%, 13%, and 20% across the four quartiles respectively. The slight improvement in the upper-middle quartile is encouraging and reflects continued progress in career development and progression opportunities for our female colleagues within Timpson.

Our view on our pay gap.

Timpson remains committed to supporting fair pay, equal opportunity and career progression for all colleagues. We will continue to review our data, to consider the factors influencing our Gender Pay Gap, and to encourage an inclusive working environment in which colleagues can develop and succeed on merit. We recognise the importance of being open about our position and of continuing to reflect on how we can improve over time.

I confirm that our data in this report is accurate.



Paresh Majithia
Finance Director