

Gender Pay Gap Report.

2026



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Introduction from our CPO.

At Together, diversity and inclusion are central to our culture. We strive to create an environment where every colleague can achieve their ambitions. Gender pay gap reporting is an important step in understanding our position, benchmarking progress, and identifying opportunities for improvement.

We recognise that it will take time to embed sustainable change but are pleased to report a small positive movement but acknowledge that there is much more to do. Diversity and inclusion continues to be prioritised by the leadership team at Together and we remain committed to gaining a deeper insight, to help us improve and reduce the gap over time.



Cheryl Brough
Chief People Office

“My ethos centres on equality and opportunity in particular relating to diversity and inclusion.

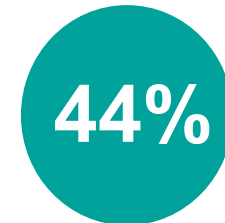
I joined Together last year, and it’s been great to see that this is high on the agenda and at board alongside my fellow female execs we have a strong and equal voice.

Launching our northstar strategy last year provided Together with an opportunity to evolve and put a lens everything we do from transforming, how we service our customer and importantly supporting our colleagues.

We are evolving and will have a stronger sustainable future where our colleagues will have a physically improved environment and Together will be a place where they can achieve their ambitions.”



Colleagues



of our **population** was female as of 5th April 2025.



of our **leadership population** was female as of 5th April 2025.

Our results.

The data we report.

As Together employed more than 250 colleagues on 5th April 2025, we are required to publish by law gender pay gap information.

The mean and median gender pay gap is based on hourly rates of pay as of 5th April 2025. Hourly rates are not only based on basic salary but include other earnings in the pay period.



The mean and median gender bonus gap considers bonus pay received in the twelve months leading up to 5th April 2025. Bonus pay could include annual bonus, monthly bonus, long service awards and more.

The proportion of female and male employees who received bonus pay in the twelve months leading up to the snapshot date of 5th April 2025.

The proportion of female and male employees in each of the pay quartiles when we divide our workforce into four equal parts.

The results.

	Mean	Median
Gender pay gap	33.5%	16.0%
Gender bonus gap	57.6%	13.5%

	 Female	 Male
Proportion of employees:		
Receiving a bonus	80.8%	78.2%
In the upper pay quartile	28%	72%
In the upper middle pay quartile	46%	54%
In the lower middle pay quartile	43%	57%
In the lower pay quartile	48%	52%

Declaration

I can confirm that the information reported is accurate and meets the requirements of the Equality Act in 2010 (Gender Pay Gap Information) Regulations 2017.

Cheryl Brough
Chief People Officer

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Closing the gap.

Our analysis.

Our gender pay gap continues to be influenced by workforce structure and tenure, with leadership roles predominantly held by men. However, progress is being made, including:

- Our mean pay gap has reduced year on year by **-1.9%**, mean and median bonus gaps have reduced by **-5.8%** and **-11.4%** respectively, and median pay gap is stable.
- Female representation in leadership reached 29% by Apr-25 and 32% by end of the financial year (Jun-25), an increase of 1% vs. the previous year.
- An additional female Exec joined in 2025, supporting our aspiration as a signatory of the Women in Finance Charter to reach gender parity in leadership by 2030.

Our reward structures are gender neutral by design; base salaries are benchmarked, and the majority of **our annual** bonuses are calculated as a percentage of base pay in line with individual, **calibrated** colleague performance **ratings** each year. This ensures an equitable approach without gender bias.

Our activity.

We continue to invest in our people through colleague development, engagement and wellbeing, as well as our talent pipeline for the future prosperity of the business. Our DEI strategy focuses on progressing action under four key objective areas to support reducing our pay gap:

Recruitment & Progression.

- Introduced Hiring Manager eLearning, flexible role structures e.g. part time roles and flexible hours, software to ensure gender neutral adverts, and advertising in diverse job boards.
- Enhanced and regular reviewing of our data to understand the gender balance across the hiring journey, and the overall impact on our colleague population.

Education & Awareness.

- Rolled out DEI education sessions, giving colleagues the tools to support our inclusive culture.
- Ran influential external events such as Women in Finance and Women in Tech.

Policies & Procedures.

- DEI data overlay **as part** of performance review calibration to ensure fair grade distribution.
- Embedded DEI considerations into succession planning.

Inclusion.

- Our Women@Together network provided mentorship and education on topics including menopause, careers in STEM and impostor syndrome.
- Hosted DEI drop-in sessions enabling colleagues to contribute to our strategy.

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Appendix.

What is the gender pay gap?

Gender Pay vs Equal Pay.

The gender **pay gap** measures the difference in average earnings between women and men across an organisation. It is not the same as equal pay.

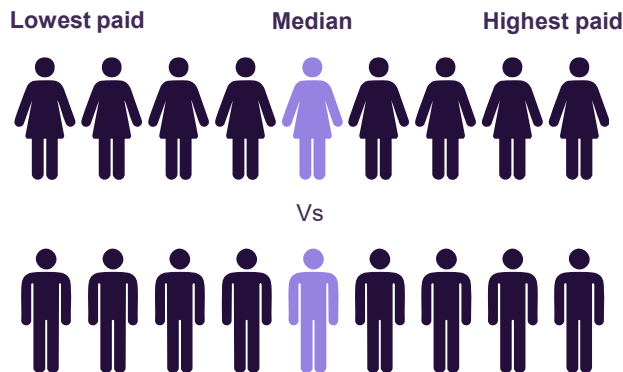
Equal pay relates to men and women performing the same role being paid equally. This is a legal requirement under the UK Equal Pay Act, and Together fully complies.

Mean vs Median figure reporting.

We are required to report both the mean and median figures for the report. These metrics are complementary and illustrate different aspects on the distribution of pay across an organisation.

Median calculation.

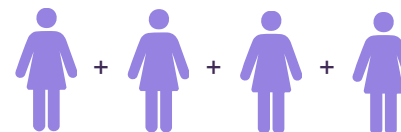
The median figure is the middle of a range where the earnings of relevant employees are listed in order. The median gender pay gap is then derived by the difference in the median female and male earnings.



Mean calculation.

The mean is calculated by adding the earnings data of relevant employees, then dividing that figure by the number of employees involved. The mean gender pay gap is then derived by the difference between the mean female and male earnings.

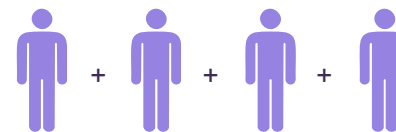
Sum of hourly rate of pay for **female employees**



Total number of **female employees**

Vs

Sum of hourly rate of pay for **male employees**



Total number of **male employees**

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