Topline

Gender Pay Gap Report 2025

November 2025

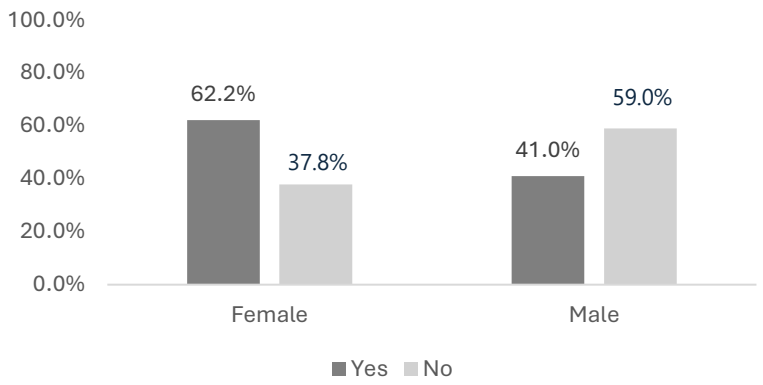
Median & Mean Results

Median Hourly Remuneration Gap	11.6%
Mean Hourly Remuneration Gap	30.5%
Median Bonus Remuneration Gap	14.1%
Mean Bonus Remuneration Gap	38.0%

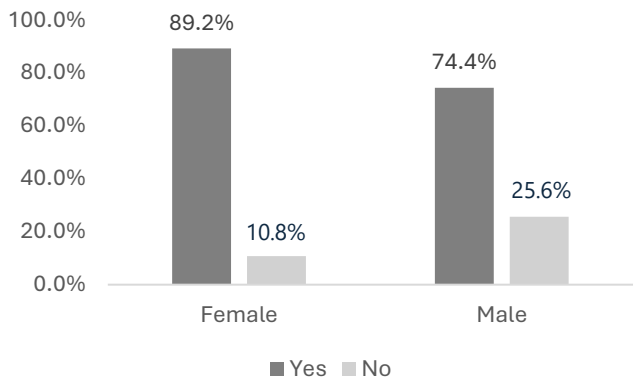
Median Part-time Hourly Remuneration Gap	-39.9%
Mean Part-time Hourly Remuneration Gap	-112.3%
Median Temporary Hourly Gap	n/a
Mean Temporary Hourly Remuneration Gap	n/a

Benefit in Kind (BIK) & Bonus Payments

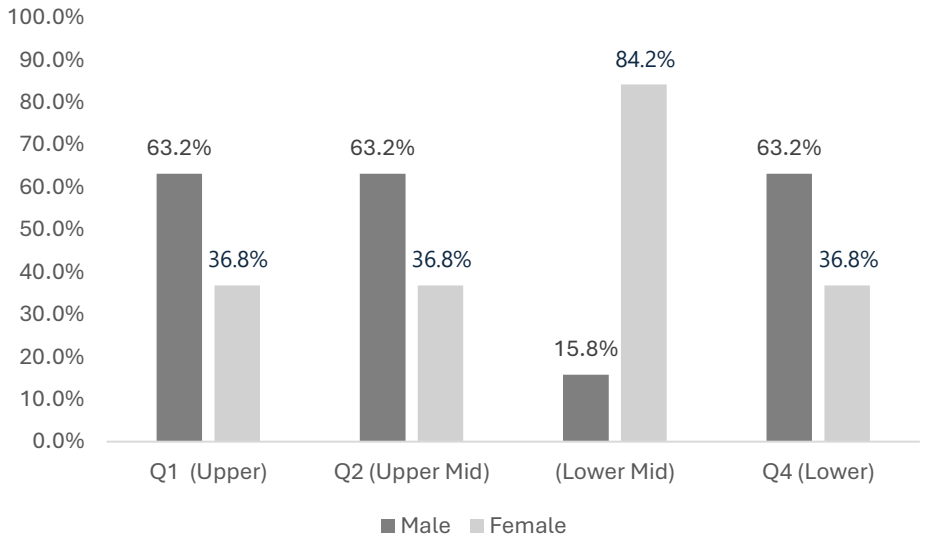
% of Employees Receiving BIK



% of Employees Receiving a Bonus



Pay Quartiles



Background

We are sharing our first Gender Pay Gap report for Topline in line with the Gender Pay Gap Reporting Act 2021. At Topline, we have been building our brand for over 50 years and our people have always been at the forefront of this.

We currently employ 76 employees (39 male, 37 female) and we constantly strive to offer all employees the opportunity to develop new skills and progress their careers within a challenging and enjoyable environment. Furthermore, we recognise that our success is only possible thanks to a talented, motivated and committed workforce, where each individual plays an essential role in contributing to our business growth and development.

Our Results

Topline sees its employees as individuals with varying experience and potential. As such and as would be expected, remuneration levels are often determined by these attributes. While remuneration can also take into account individual performance, remuneration decisions within Topline have never been influenced by the gender of employees.

Our analysis of 2025 payroll data highlights some disparities. For example, our median part-time hourly remuneration gap is significant. However, this reflects a very small number of male employees in relatively low-skilled roles requiring limited experience and with no direct female equivalent. Other aspects of the data are more encouraging. For example, 89% of female employees received a bonus payment compared to 74% of male colleagues, reinforcing that our approach to remuneration is not intentionally gender dependent or discriminatory.

Overall, while the data identifies room for improvement, we are satisfied that our organisation equally values male and female employees. Men/women are strongly represented at all levels of the organisation and differences in pay are not gender-driven.

Action Plan for 2026

We remain fully committed to taking proactive steps to reducing gaps that exist. To support this commitment, we will:

- **Enhance Recruitment Practices**: We will implement gender-neutral language in job adverts and where possible, ensure balanced candidate shortlists for all roles.
- **Review Role Demographics**: We will assess whether certain higher-paying full-time positions attract predominantly male applicants and develop interventions to achieve greater gender balance by increasing internal awareness amongst hiring Managers so they are fully aware of unconscious bias.
- **Strengthen Career Development Pathways**: We will introduce more transparent promotion criteria to drive progression opportunities that are equitable and based on objective measures.
- **Promote Equal Representation in Specialist & Leadership Roles**: We will encourage and support equal opportunities to access higher-paid roles through targeted career-development initiatives.
- **Enhance Training & Development**: We will continue to provide training and support to encourage equal opportunity to further career development and fulfil career goals and aspirations.

Our goal remains to provide rewarding, long-term careers where every employee, regardless of gender, has the opportunity to maximise their skills, grow within their roles, and thrive as part of our team. As such, we are focused on creating an inclusive workplace that supports, celebrates and appropriately rewards the success of employees, regardless of gender.