



TOPPS
GROUP

Gender Pay Gap Report

2025

Topps Group Gender Pay Report 2025

Topps Tiles Plc (“Topps Group”, “the Group”) has come a long way since opening our very first store in Manchester back in 1963. Today, we’re proud to be the UK’s leading tile specialist, bringing together brands that help us serve customers across retail, trade and commercial markets.

Across the Group, you’ll find:

Topps Tiles – our well-known retail brand, with stores across the UK (including Clearance Stores and Superstores) and a strong online presence.

CTD Tiles – supporting both retail and trade customers through a nationwide branch network and digital channels.

Parkside Architectural Tiles – our commercial brand, working with architects, designers and contractors on projects of all sizes.

CTD Housebuilder – working with national housebuilders and regional developers to provide a seamless end-to-end service.

Pro Tiler Tools – an online pureplay brand created for trade professionals and contractors who need reliable tools and materials.

Tile Warehouse – our value-focused online brand for homeowners looking for great products at great prices.

Fired Earth – adds a premium interior tile brand to our group, earning the trust of homeowners and interior designers.*

At Topps Group, we genuinely believe that great people make a great business. Our Leading People strategy is all about creating an environment where colleagues can grow, feel supported, be recognised, and build meaningful careers - while helping us succeed together.

I confirm that the gender pay and bonus gap calculations and all data included for Topps Group is accurate.



Joanne Shawcroft
HR Director



*Fired Earth was acquired by Topps Group in November 2025 and is therefore not included in the data used to produce this report

THE GENDER PAY GAP

What is the Gender Pay Gap?

The gender pay gap shows the difference in average hourly earnings between men and women. It is influenced by factors such as the types of roles men and women hold, their representation at different levels, access to flexible working, and how pay and grading structures are designed. These factors are common across many organisations and sectors.

Gender Pay Gap v's Equal Pay

The **gender pay gap** measures the difference in average earnings between all men and all women.

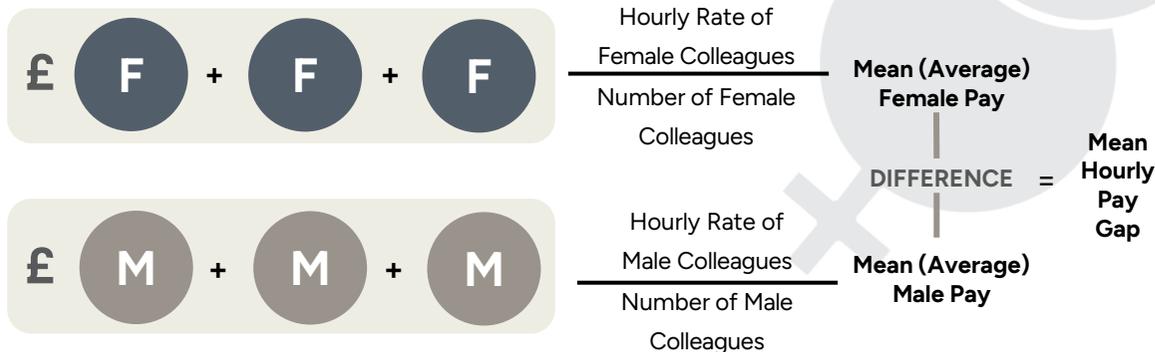
- Equal pay refers to paying individuals the same for the same work or work of equal value, which is a legal requirement.
- **Unequal pay** can contribute to a gender pay gap, but resolving equal pay alone does not address the wider structural and societal factors that influence overall average earnings.

Bonus Pay Reporting Requirements

Organisations are also required to report their mean and median gender bonus gap, along with the proportion of men and women who received a bonus. These figures are calculated in the same way as hourly pay.

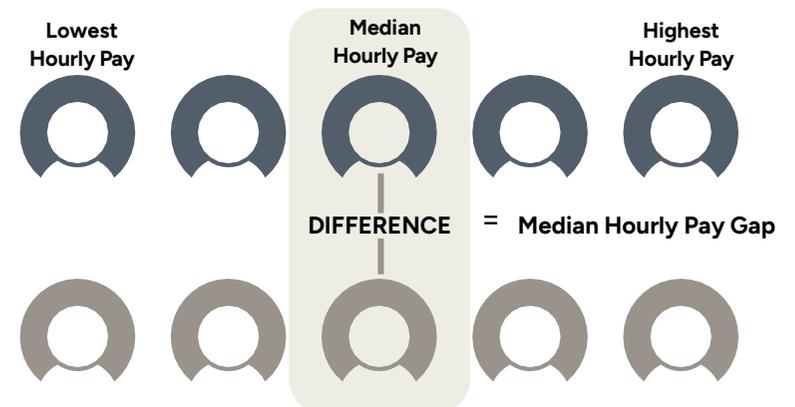
How we calculate the MEAN Difference?

The **mean** pay gap is determined by calculating the average hourly earnings of all employees across the organisation - including both pay and bonus and then comparing the difference between men and women.



How we calculate the MEDIAN Difference?

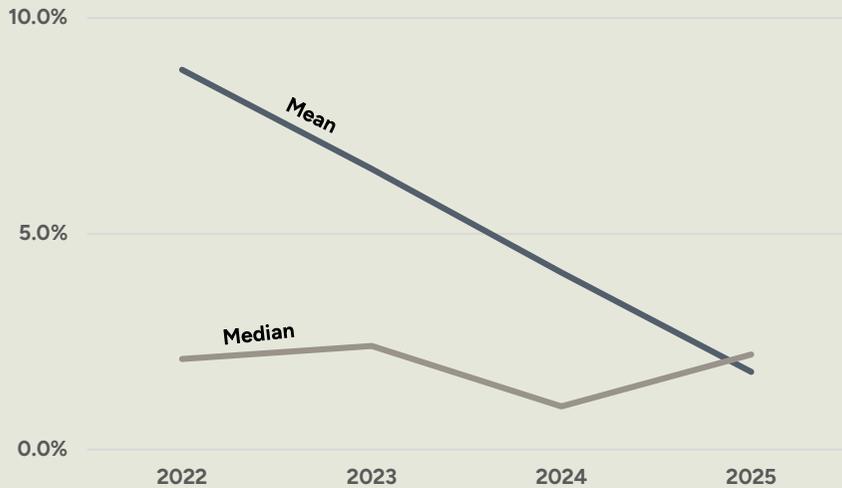
The **median** average is calculated by listing all employees' hourly rate of pay and finding the midpoint.



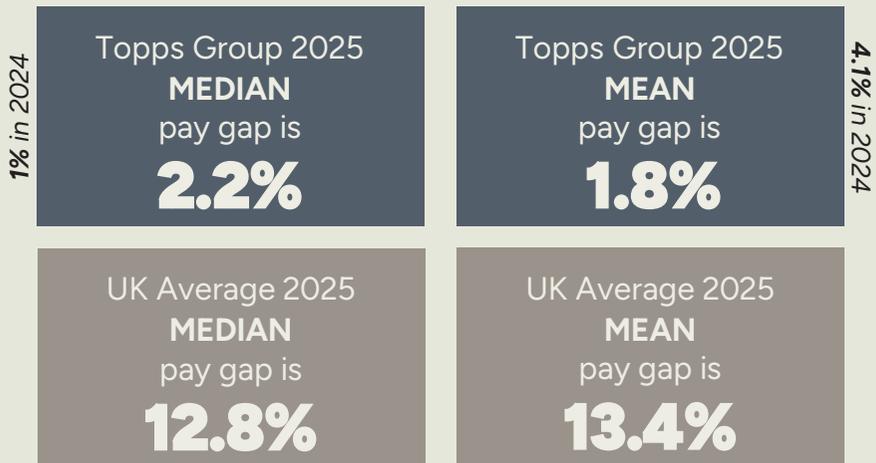
OUR GENDER PAY GAP RESULTS

Our Gender Pay Gap is the difference in the hourly pay for male and female colleagues during the pay period that included the snapshot date of 5 April 2025.

Topps Group – Mean and Median Pay Gap (Last 4 Years)



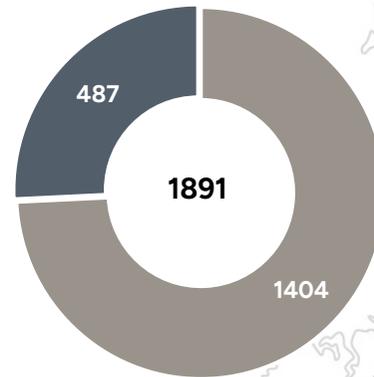
2025 FOCUS



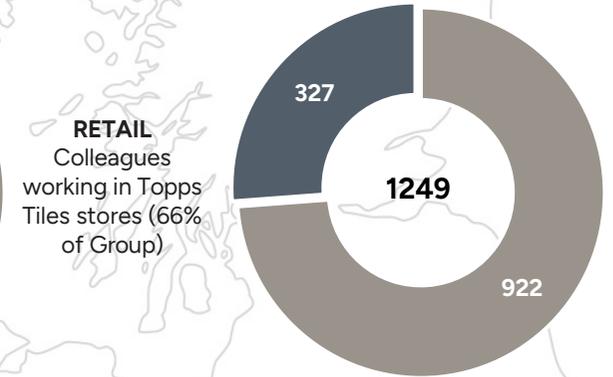
KEY FIGURES FOR TOPPS GROUP

As the majority of colleagues within Topps Group work within our Topps Tiles retail business, it is important that we place particular focus on understanding and addressing the Gender Pay Gap within this part of the organisation. Retail remains a traditionally male-dominated environment due to the nature of our product offering, and we continue to take active steps to ensure fairness, equity and consistency across all roles.

TOPPS GROUP COLLEAGUES:



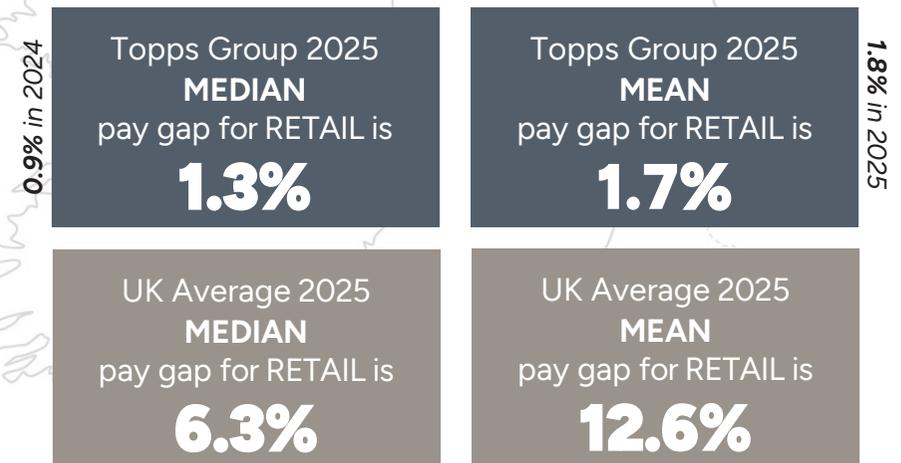
TOPPS TILES RETAIL COLLEAGUES:



RETAIL
Colleagues
working in Topps
Tiles stores (66%
of Group)

- Male – 74.3%
- Female – 25.7%

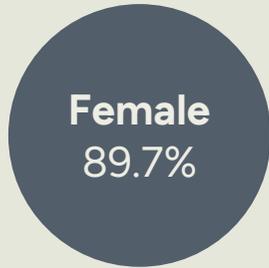
- Male – 73.8%
- Female – 26.2%



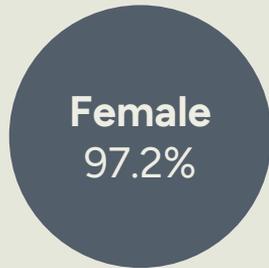
*Provisional ONS figures, April 2025

OUR GENDER BONUS GAP

Below shows the percentage of **Group colleagues** receiving a bonus in 2025



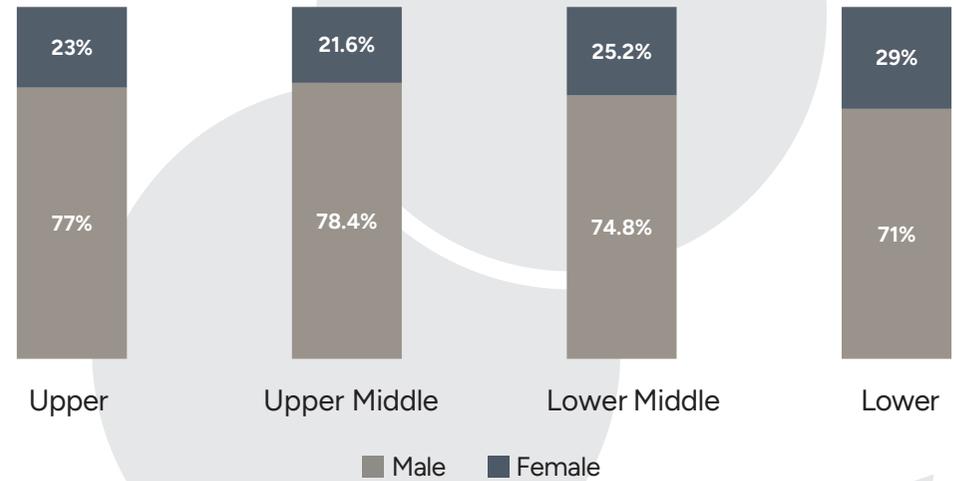
Below shows the percentage of **Retail colleagues** receiving a bonus in 2025



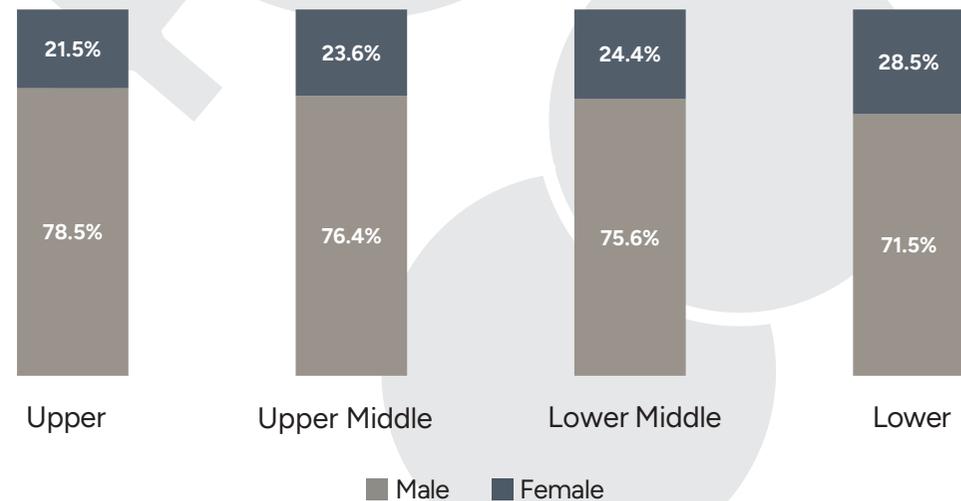
PAY QUANTILES BY GENDER

The infographics below shows the % of males and females in each quartile pay band

GROUP PAY QUANTILES



RETAIL PAY QUANTILES



Building an Inclusive Future

At Topps Group, we review our total reward offering annually to ensure it remains fair and equitable for all colleagues, regardless of gender. We are proud of the progress we have made so far, particularly at a senior level, while recognising that this is as part of our broader commitment to diversity, equity, and inclusion.

We continue to actively encourage greater female representation across our retail network and have taken meaningful steps to support this. This includes implementing blind CVs during our recruitment process, modernising and enhancing our careers site to better support female applicants and reviewing all job advertisements to ensure the language used is gender-neutral and inclusive.



Since our CEO, Alex Jensen, joined in September 2025, we have continued to lead by example. With the appointment of our future female CFO, we will achieve a 50/50 gender balance on our Executive Team and a Group Board ratio of 5:2 in favour of women.

As we progress forward in 2026 and beyond, we plan to continue this progress. We are committed to creating an authentic 'One Topps' culture, where our colleagues feel included and supported regardless of who they are or where they are from.

We continually review and evolve our inclusion strategy to ensure it remains meaningful, relevant, and aligned with the needs of our business.

Our key objectives for the year ahead include:

- Advancing our use of data and insight to better inform our decisions
- Increasing leadership and colleague capability through continued DE&I education, including Unconscious Bias
- Embedding meaningful, measurable initiatives that drive sustainable change
- Providing confidential and supportive forums for colleagues to voice their experiences
- Conducting regular reviews to monitor and enhance our progress towards an inclusive workplace

As an Executive Team, we remain committed to building an authentic, sustainable, and truly inclusive organisation.

