

Gender Pay Gap Report 2024

APRIL 2025



Introduction

At Hampshire Trust Bank (HTB), our mission, Excellence through Specialism, unites diverse talents and experience to deliver consistently positive outcomes for our customers through investment in our people. Our mission is supported by our values which were refreshed during the year with input from our colleague representatives.



These values underpin our commitment to a respectful culture where colleagues feel valued and heard.

I am pleased to share the progress we have made and achieved in our cultural agenda which supports our progress in closing our Gender Pay Gap.

This includes thoughtful

recruitment practices and targets to support diversity, and we continue to address under-representation across the Bank. This includes increasing our female representation at a senior management level and, in this context I am delighted to welcome Kathryn Winup, our new Chief Financial Officer, to our Board.

This year's results show positive progress, but we recognise more work is needed. We remain committed to reducing further our Gender Pay Gap year on year.

On behalf of Hampshire Trust Bank Plc, I confirm that the published Gender Pay Gap information is accurate.

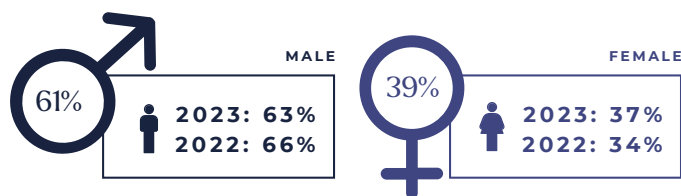
Matthew Wyles

Chief Executive Officer and Executive Sponsor of EDI

Gender representation

We are pleased to report a 5% increase in our female workforce ratio since 2022, with the female ratio increasing to 39% as of the Gender Pay Gap reporting date.

Our workforce represents (as at snapshot date: 5th April 2024):



In 2024, our Group welcomed Kathryn Winup, Chief Financial Officer (CFO) (pictured to the right). Kathryn brings broad expertise to our Board and a comprehensive grasp of Equality, Diversity and Inclusion (EDI) issues from her successful career within banking and finance. She is a strong advocate for developing female talent and is a working parent herself.

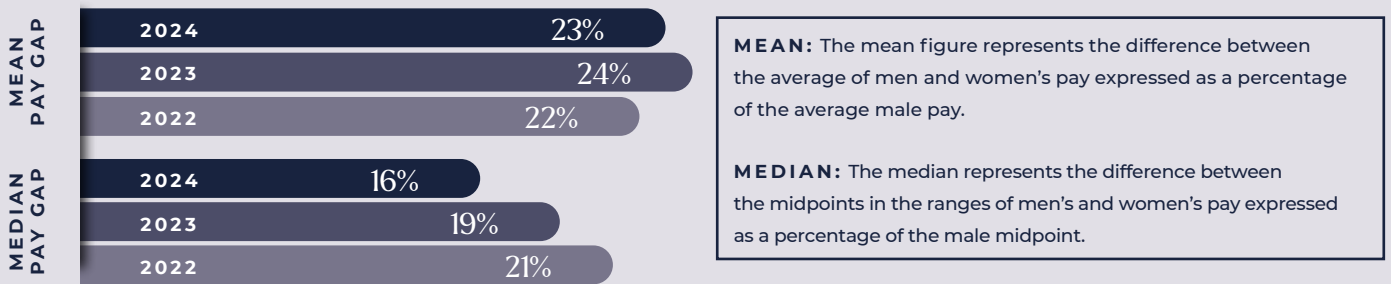


“Throughout my career I have always been interested in equality and whilst much has changed over my years in banking, there remains work to be done to ensure that we have the right policies, frameworks and culture in place to ensure that we support all our staff across their working lifecycles. Since joining HTB, I’ve been impressed by the talent and openness of staff and look forward to driving the focus on EDI forward with the Board and all my colleagues.”

2024 Gender Pay Gap results

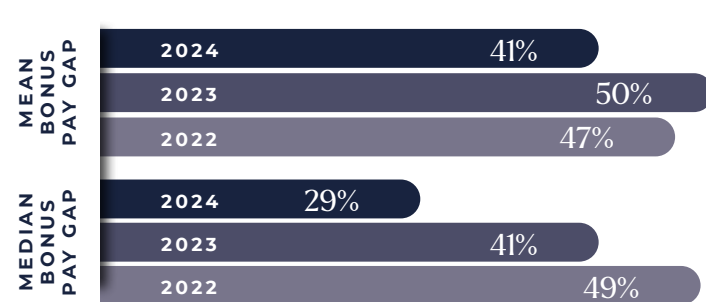
The Gender Pay Gap metric does not measure equal pay. Despite what our Gender Pay Gap has identified, through continual reviews and monitoring of pay and compensation, we are confident that all men and women are paid equally at HTB, in accordance with UK law, for performing equivalent roles across our business. The data presented is based on the hourly rates of pay for all full paid relevant women and men working for Hampshire Trust Bank (HTB) entity, as of 5 April 2024, and bonuses paid during the 12 months to 5 April 2024, compared with the prior year.

Hourly Gender Pay Gap

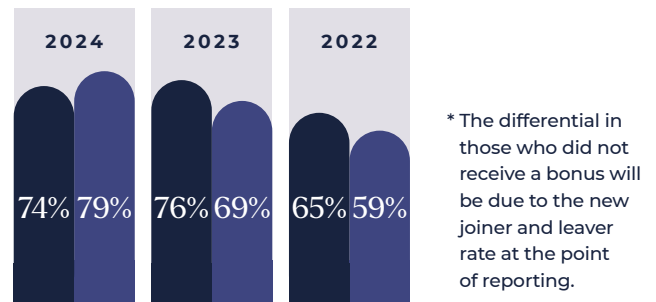


The Gender Pay Gap reported is 23% shown as a percentage difference in average hourly pay between women and men at HTB.

Bonus Gender Pay Gap



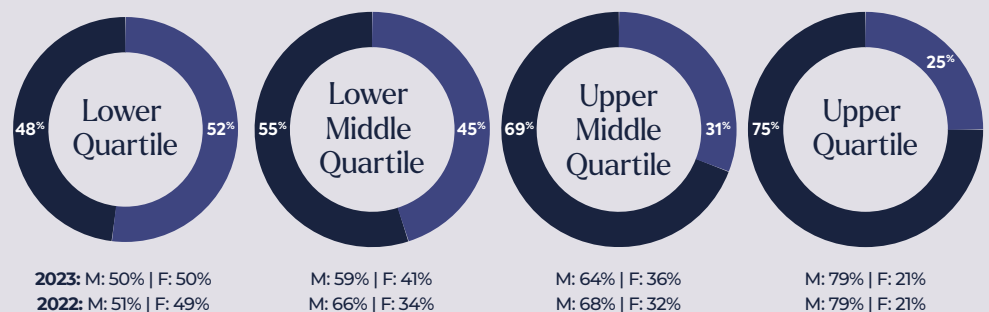
Percentage of colleagues receiving a bonus*



All our employees are eligible to receive a discretionary bonus, following the completion of a satisfactory period of employment. Our reward structure is performance-linked, with a population of individuals who receive the basis of a sales incentive bonus structure. The bonus pay gap reported is 41% which shows the percentage difference in average bonus made during the 12-month period up to 5 April 2024.

Gender representation by pay quartile in 2024

The quartile distribution represents the split of employees in ascending order of hourly pay with the upper quartile representing the highest paid employees. There has been an improvement across most quartiles with a 4% improvement in the basic pay (hourly) for female staff in the upper and lower middle quartiles.



Our findings

We are pleased to report that we have made steady progress on our Gender Pay Gap and we continue to compare favourably with our peer group. Overall, our Gender Pay Gap findings highlight a 23% average difference in hourly pay between our male and female colleagues. This means that for every £100 paid to a man, a woman is paid £77 at HTB (on average across all levels). This is a marginal improvement by 1% in our mean hourly pay gap from the prior year, and an improvement of 3% in our median hourly pay gap.

Compared with last year, we made more significant progress in closing our bonus pay gap, with a marked improvement of 9% in the reporting of the mean bonus gap. This shows for every £100 bonus paid to a man, a woman is paid £59 at HTB.

The largest improvement reported was 29% in the median bonus gap which correlates with the proportion of female staff who received a bonus in 2024, an increase of 10% compared with 2023.

Last year, we reported that several people initiatives were underway which would deliver a positive impact on the gender balance at HTB. With an increase of 2% in our female headcount during the last year, we are now seeing the positive consequences of tackling under-representation at the Bank.



We acknowledge that our quartile distribution still requires more focus, as this corresponds to our overall gender proportions across our internal salary banding. We recognise this shows a higher proportion of men in senior positions and a higher proportion of women in junior roles.

As our bonus accrual is based on salary bands, it magnifies the pay and bonus gap further, as the higher salary earners receive higher bonuses. With an increase in the ratio of female staff, this correlates to the positive impact on the reporting at a senior level (upper quartile) and lower middle quartile, both with a 4% improvement.

Addressing our gender mix remains a focus. Targets have been set that are being monitored to increase this ratio over time, to further help close our Gender Pay Gap.



Values led culture

Our dedication and focus on driving a values led culture contributed to the refinement and launch of our refreshed values and behaviours. These underpin our Excellence through Specialism ethos to create a positive and meaningful workplace where all our colleagues feel valued and empowered. A newly formed Culture Champions group from across the Bank came together to redefine our values:

- ▶ **Specialist Customer Focus**
- ▶ **Unwavering Integrity**
- ▶ **Delivering Excellence**
- ▶ **Team HTB**

Our values provide authentic and meaningful behavioural standards.

The commitment to Team HTB is particularly important in fostering a respectful and inclusive culture. These values are embedded within our management development programme and rolled out to all people managers across the Bank. By equipping our leaders with the capabilities to motivate, engage and nurture positive wellbeing amongst our colleagues, this investment in our managers further supports our wider EDI agenda.

At HTB, our values-led culture defines our Bank's reputation for Delivering Excellence that attracts and retains top talent and builds stronger relationships with customers and our partners. We demonstrate our commitment to social responsibility through our dedicated volunteering programme, where we want to engage with and positively support local communities.



Accelerating action

As part of our culture agenda, we have established networks shaped by colleagues volunteering their time. Our Wellbeing Champions, a diverse network across the Bank, are dedicated to caring for their colleagues' wellbeing. They identify key employee wellbeing themes and propose solutions to address emerging challenges, working with the Group's HR team to advance the Bank's employee wellbeing agenda.

Additionally, HTB's Change Network, formed by passionate colleagues from across the Bank, supports change and inclusive transformation by representing their peers and champion our Group's EDI agenda. They offer their viewpoint to HR and GEC on EDI related initiatives and drive the marking of key national or international events in the annual EDI calendar, including International Women's Day, Pride and Black History Month.

We introduced a menopause support pack, following sponsorship from our GEC, offering those experiencing the menopause access to specialised health and wellbeing support, and guidance for managers supporting colleagues experiencing the menopause. Extending an educational 'coffee and chat' connected women impacted by the menopause to learn more and discuss shared experiences.

Supporting financial wellness has been a key focus, including enhancing financial literacy and pension education across the Group and, in particular, for our female colleagues, to be better equipped in their retirement planning and to foster greater financial awareness and security.

