

## **Cygnum Gender Pay Gap Report 2025**

At Cygnum, our mission is to make better homes for both people and the planet

As part of our commitment to transparency and equality, we are pleased to present our annual Gender Pay Gap Report for 2025. This analysis reflects our workforce as of the snapshot date of 29<sup>th</sup> June 2025 and provides insights into the pay distribution across our male and female employees.

### **Workforce Composition**

Our workforce consists of:

- 120 men
- 18 women

Women make up around 13% of our workforce. It's important to keep this in mind when looking at the figures, as small numbers can have a big impact in percentages.

The Gender Pay Gap is a measure based on pay averages across Cygnum and does not take into account of the different roles that people occupy.

### **Hourly Pay Gap**

- Mean hourly pay gap: -8%  
The mean (average) hourly pay for women is higher than that for men.
- Median hourly pay gap: -11%  
The median (mid-point) hourly pay for women is also higher than for men.

#### Important context to our hourly pay data

These results indicate that on average, women earn more than men across both mean and median measures. This is contrary to national trends and is largely influenced by the small number of women in our workforce.

### **Bonus Pay Gap**

- Mean bonus pay gap: 41%
- Median bonus pay gap: 0%

#### Important context to our bonus data

While the average (mean) bonus pay for men is higher, the median shows parity, indicating that bonus outcomes are broadly consistent across the wider employee group. The mean difference is influenced by variations in bonus levels across certain roles.

### Bonus and Benefits Participation

- Bonus eligibility:
  - 72% of men received a bonus
  - 83% of women received a bonus
- Benefits in Kind (BIK):
  - 4% of men received BIK
  - 5% of women received BIK

#### Important context to our bonus and BIK data

A higher proportion of women received bonuses compared to men, and benefit access is broadly equitable. Bonus eligibility for 2024 was based on tenure with the company.

### Pay Quartiles

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
85%	15%	94%	6%	94%	6%	74%	26%
men	women	men	women	men	women	men	women

Women are more highly represented in the upper quartile compared to the lower middle and upper middle quartiles, which again contributes to the negative pay gap (i.e. women earning more on average). The uneven distribution reflects the underrepresentation of women in the overall workforce but also indicates that women are more likely to be in higher-paid roles.

### Conclusion and Next Steps

Our current gender pay gap data shows a reverse trend, with women earning more on average than men. However, the data should be interpreted with caution given the small number of women in the organisation, which can significantly affect the statistics.

Cygnum remains committed to:

- Increasing the representation of women across all levels of the business.
- Continuing to monitor and review our pay practices to ensure fairness and equity.
- Supporting diversity and inclusion initiatives to create a more balanced workforce over time.