TRIBAL

Gender Pay Gap Report & Statutory Declaration

4 April 2026

At Tribal, we believe that a diverse and inclusive workforce strengthens our organisation and supports better outcomes for our people and customers. As part of our commitment to transparency, this report sets out our UK gender pay gap and outlines the difference in average earnings between men and women across our business.

While this measure is distinct from equal pay, it provides valuable insight into the distribution of men and women across roles and levels. We are focused on continuing to build a balanced workforce and are taking steps to address the factors that contribute to our gender pay gap over time.

This report covers Tribal Education Ltd only and excludes those employed under Empowering Education International Ltd. As this entity employs less than 250 employees, it is not required to report on its gender pay gap.

Key Insights from our latest Gender Pay Gap Data

Pay Gap Progress

- The **median and mean pay gap for Tribal Education have both improved compared to last year, decreasing by 4.3% and 0.3%**. The median pay gap reduced from 15.6% in 2025 to 11.3% this year, while the mean pay gap decreased slightly from 10.6% to 10.3%.

Bonus Gap Movement

- The **mean bonus gap for Tribal Education has decreased significantly by 17.6%,** marking positive progress for the third consecutive year.

Stronger Female Representation

- **Within Tribal Education, female representation has increased across quartiles 2 to 4 compared to last year,** demonstrating encouraging progress in gender balance across mid to higher pay bands. Notably, representation in quartile 2 has increased from 31.3% to 32%, quartile 3 from 31.3% to 33.7% and quartile 4 from 28.4% to 29.8%.

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Committed to Closing the Gender Pay Gap

Like many UK companies, our gender pay gap is primarily influenced by having fewer females in higher-paid positions. Addressing this remains a priority, and we are committed to supporting the recruitment, development and progression of female talent at all levels of our organisation. Encouragingly, this focus is delivering real progress, with positive movement in female representation as shown in the insights above and the data snapshot below.

We also remain firmly committed to pay equity and continue to take a proactive approach to ensuring fairness across our organisation. Each year, we carry out robust pay equity audits, supported by specialist technology, to identify and address any unexplainable differences in pay. In our most recent audit, no unexplainable disparities were found, reflecting the strength of our approach and the extent to which equitable pay equity practices are embedded within our compensation frameworks, supporting fair and equitable outcomes for all our employees.

Statutory Declaration

We confirm that the data reported here is accurate and has been calculated in line with the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Chloe Payne
COO



Mark Pickett
CEO

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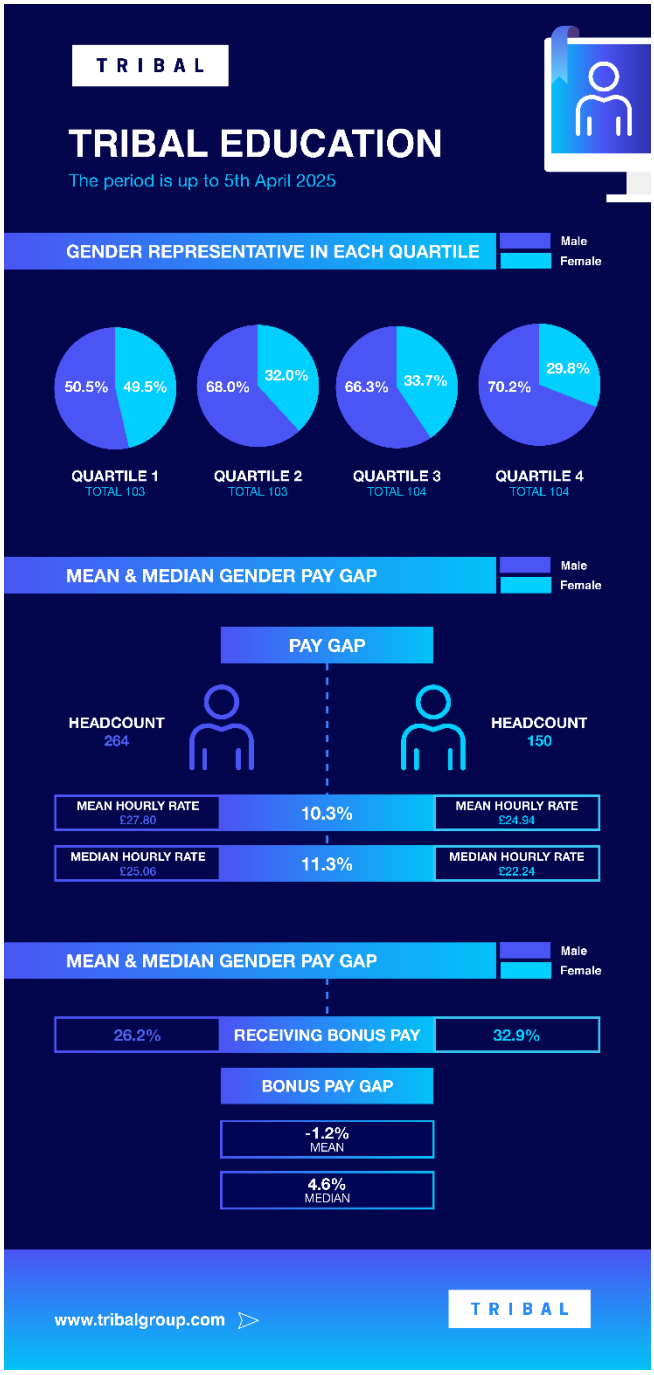
education



- *All data reported up to 5 April 2025. Bonus data is volatile due to the phasing of payments due to scheme structure, therefore mean is the most reliable constant comparison.*
- *Our Gender Pay Gap analysis adheres to UK legislation, which measures the difference between the average pay of men and women (excluding overtime) across an organisation, irrespective of the type of work they do. This is not the same as an equal pay comparison, which directly compares individuals performing the same role, or different work of equal or comparable value.*