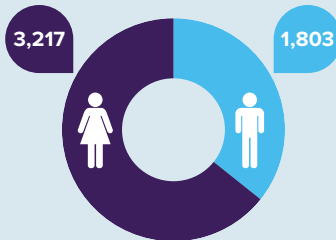


At Countrywide Estate Agents, we pride ourselves on our people who are our greatest asset and we champion the opportunities open to all our people throughout their career.

## Our people

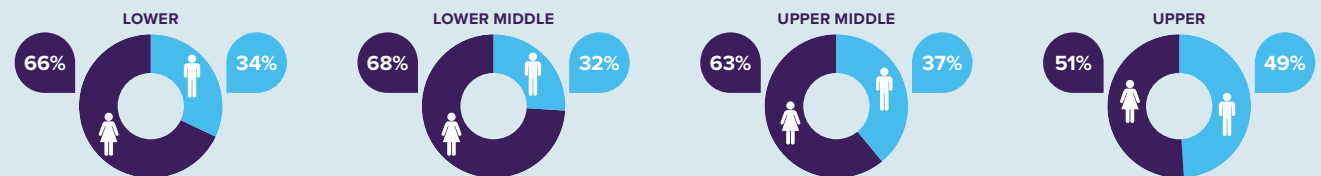


## Gender pay and bonus gap

	MEAN	MEDIAN
HOURLY PAY	19%	18%
BONUS	40%	47%

The hourly gender pay gap is the difference between the average hourly pay rate for males and females for the month of April 2025 expressed as a % of the male average. The bonus pay gap is the difference between the average of all bonuses, including commissions, paid to male and female employees in the 12 months up to and including April 2025 expressed as a % of the male average. "Average" is calculated in two ways, mean and median. The mean is the total male or female pay divided by the total number of males or females. The median is the pay received by the middle male or female when all hourly rates or bonuses are ranked in order.

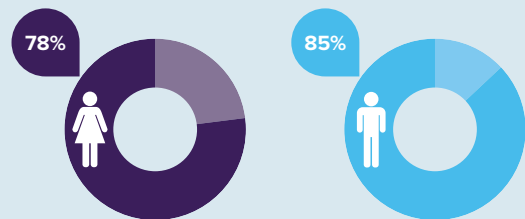
## Pay quartiles



There has been a steady reduction in the pay gap over the last 5 years, with an equal gender split in upper quartile, however higher percentage of females in lower quartile roles. The gender pay gap demonstrates the overall difference in average earnings (mean and median) between men and women. This is not the same as equal pay, which is the difference between men and women carrying out the same role, similar roles or roles of equal value. Our policy is to pay men and women equally for doing equivalent jobs across our business.

## Proportion of females and males receiving a bonus

We are a predominantly sales-focused business where commission is a key component of total pay. Whilst there is no significant difference in the opportunity to earn a bonus for males and females in equivalent roles, there is a greater representation of females in the lower pay quartile, where roles would not typically attract a bonus opportunity. This distribution drives the overall bonus gap.



## Our view

We are committed to fostering an inclusive workplace where everyone has access to meaningful opportunities for development, progression, and recognition. Our aim is to create an environment where all colleagues feel valued, supported, and empowered to reach their full potential, regardless of gender.

We will continue to review and refine our policies and practices to ensure fairness in pay and career opportunities, promoting equality at all levels. By maintaining high standards of transparency and accountability, we strive to create a workplace where success is accessible to all.

Our people are our greatest asset, and we are dedicated to supporting their growth and success without bias or discrimination.

I confirm the data in this report to be accurate

Chris Rosindale, Chief Operating Officer



For the purposes of gender pay gap reporting, 'pay' is calculated as an hourly rate (as at 5 April 2025).

In addition to basic salary, the hourly rate calculation includes a number of other payments e.g. specific allowances and monthly bonuses.