

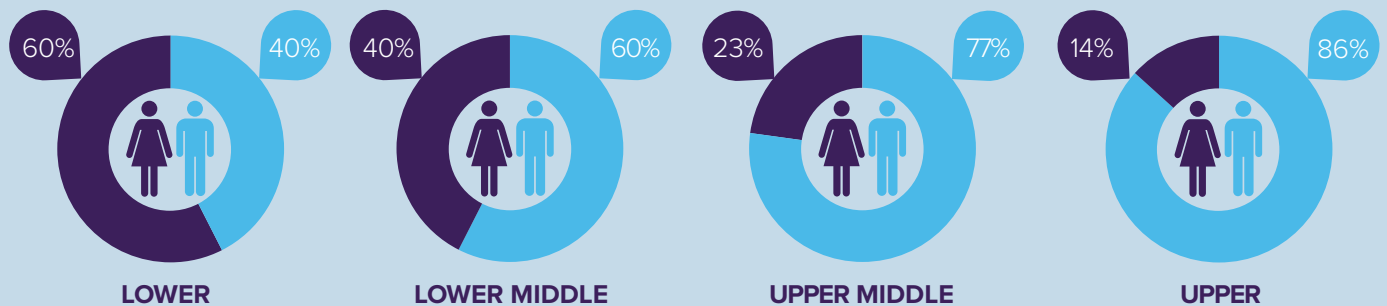
At Countrywide Surveying Services, we pride ourselves on our people who are our greatest asset and we champion the opportunities open to all our people throughout their career. Our business fosters an environment of opportunity and we firmly believe in promotion from within and appointing the right person for the role, based solely on ability.

gender pay & bonus gap

| | MEAN | MEDIAN |
|------------|------|--------|
| HOURLY PAY | 35% | 46% |
| BONUS | 59% | 81% |

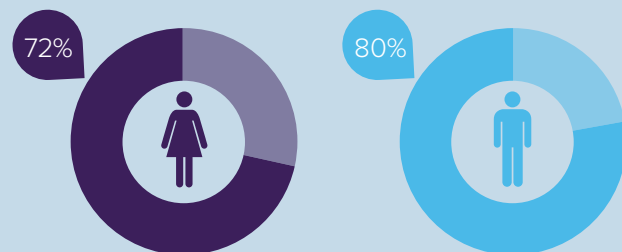
The hourly gender pay gap is the difference between the average hourly pay rate for males and females for the month of April 2022 expressed as a % of the male average. The bonus pay gap is the difference between the average of all bonuses, including commissions, paid to male and female employees in the 12 months up to and including April 2022 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



Our figures show the average hourly pay for male employees is more than female employees. This is due to a higher proportion of both senior and technical roles being occupied by men, creating the gap, and a higher proportion of lower paid administrative roles tending to be occupied by women. 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 males & females receiving a bonus



There has been an improvement in the mean and median pay gaps within Countrywide Surveying Services, when compared to the previous year. However as typical in our sector, the pay gap remains reflective of the higher number of males in technical roles that are generally higher paid when compared to administrative support roles which are primarily held by females.

Whilst there is no significant difference in the ability to earn a bonus when comparing males and females, the reported bonus gap is reflective of the high representation of males in management and technical roles and the higher earning opportunity that these roles attract.

our view

Our approach is to ensure we have the right person in each role, irrespective of gender. We are committed to a culture of meritocracy whereby career progression is based entirely on ability. We will continue to facilitate opportunities for all our people to progress and make sure that we regularly review fair practices and policies. We will continue to ensure we have a working environment where everyone has the same chance to be successful and where opportunities for development, promotion, recognition and rewards for excellence are irrespective of gender. We will continue to ensure that our approach to setting pay is fair, and that people performing similar roles, with similar experience, will be treated equally. Our people are our most valuable asset and we are committed to investing in them to achieve their full potential with no discrimination.

I confirm the data in this report to be accurate
Matthew Cumber, Managing Director



Countrywide Surveying Services gender pay gap report for 2021

What is the impact of COVID-19 on the Gender Pay Gap report?

As reported last year, the 2020 Gender Pay Gap data was significantly affected by the number of employees furloughed or receiving reduced pay during the first UK lockdown. This means that 2020 data is not directly comparable with the data contained within this report or reports made in future years.

In addition, it should be noted that a number of colleagues continued to be furloughed at the snapshot date in April 2021 whilst the business continued to recover from the impact of the pandemic and encourage colleagues back to work. For Countrywide Surveying Services, this has again impacted the 2021 reporting, but to a lesser extent than was the case in 2020.

Pay and bonus gap

| Entity | Median Total Pay % Gap | Mean Total Pay % Gap | Median Bonus % Gap | Mean Bonus % Gap |
|--------------------------------|------------------------|----------------------|--------------------|------------------|
| Countrywide Surveying Services | 56.31% | 43.75% | 84.42% | 67.97% |

Pay

There has been marginal increase in the mean and median pay gaps within Countrywide Surveying Services when compared to 2019 data (the last reporting period not impacted by Covid-19). As seen across our sector, this is reflective of the higher number of males within technical roles that are generally higher paid when compared to administrative and support roles which are primarily held by females.

There is no significant difference in the ability to earn a bonus when comparing males and females.

Quartiles

As outlined earlier in this report, the Gender Pay Gap calculations, including the pay quartile distribution, continue to be affected by a number of employees who were furloughed as at April 2021.

Bonus

The reported bonus gap is reflective of the higher representation of males and in technical roles and the higher earning opportunity that these roles attract.

| Gender | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Top Quartile |
|--------|----------------|-----------------------|-----------------------|--------------|
| Male | 26.62% | 68.83% | 79.87% | 90.26% |
| Female | 73.38% | 31.17% | 20.13% | 9.74% |

Who receives a bonus?



Our approach is to ensure we have the right person in each role, irrespective of gender. We remain committed to a culture of meritocracy whereby career progression is based entirely on ability. We will continue to facilitate opportunities for all our people to progress and make sure that we regularly review fair practices and policies. We will continue to ensure we have a working environment where everyone has the same chance to be successful and where opportunities for development, promotion, recognition and rewards for excellence are irrespective of gender. We will continue to ensure that our approach to setting pay is fair, and that people performing similar roles, with similar experience, will be treated equally. Our people are our most valuable asset and we are committed to investing in them to achieve their full potential with no discrimination.

I confirm the information within this report is accurate.

Matthew Cumber
Managing Director