



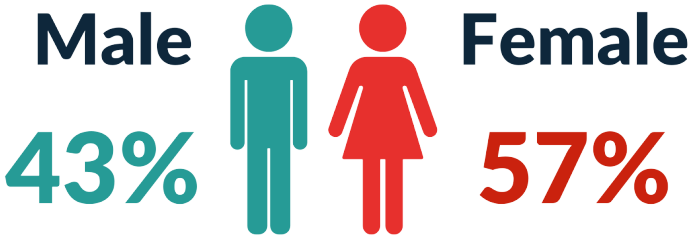
# Gender Pay Gap 2024 Report

TM Group has been providing property and conveyancing data, searches, and services to the Legal & Conveyancing sector since 1999. Today, we are proud to be the UK's leading provider of property searches and we champion our people and create career opportunities for all.

This is our first Gender Pay Report, based on a snapshot of data at 5 April 2024. The data reveals several promising aspects and areas of opportunity for fostering a more equitable balance in the workplace.

### Our People

We have strong female representation in our business, and a positive ratio compared to our industry sector.



### Hourly Pay Rate

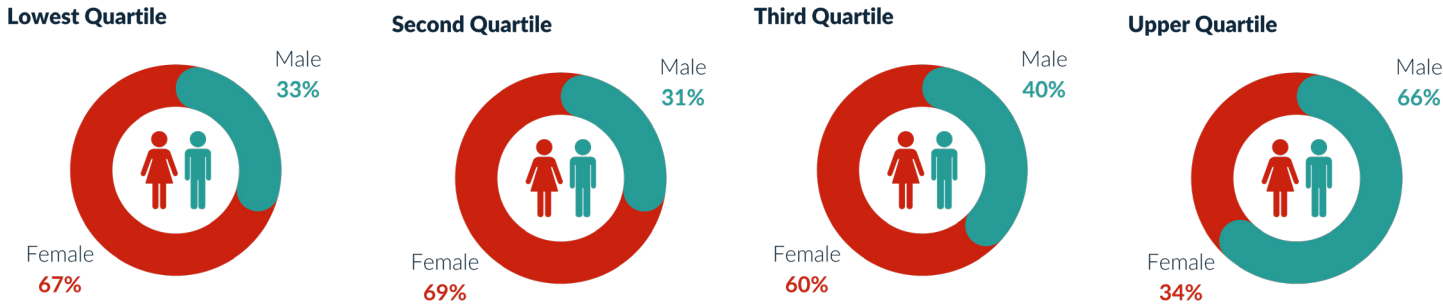
	MEDIAN	MEAN
Hourly Pay Rate % Gap	16.87%	29.88%

The Hourly Pay Rate Gap is the difference between the average hourly pay rate for males and females in April 2024, expressed as a percentage of the male average. The Median average is the pay received by the middle male or female when all hourly rates are ranked in order. The Mean average is the total pay, divided by the total number of employees of that gender.

### Hourly Pay Quartiles

The Average Hourly Pay for male employees is higher than female employees. This is because a higher proportion of females work in lower paid roles within our Client Services and Search Operations teams. There are also more male employees than females in other highest paying, upper quartile roles.

These factors influence the Mean rate significantly more than the Median.



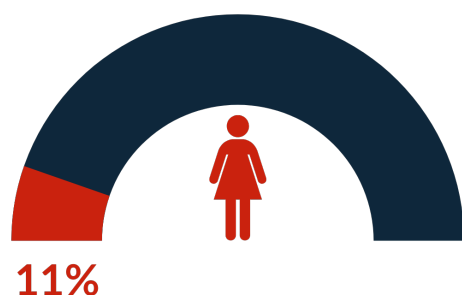
## Bonus Pay

The Bonus Pay Gap is the difference between the average bonus paid for males and females in April 2024, expressed as a percentage of the male average. The Median average is the bonus received by the middle male or female when all bonus payments are ranked in order. The Mean average is the total bonus payments, divided by the total number of employees of that gender.

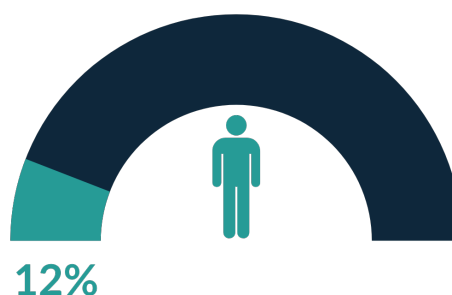
	MEDIAN	MEAN
Bonus Pay Rate % Gap	-4.43%	67.84%

## Bonus Pay Proportions

Proportion of Females receiving a Bonus



Proportion of Males receiving a Bonus



The Bonus Pay Gap presents a more complex picture, as the financial year ending 31 March 2024 was unusual. The TM Group business was sold by its previous owners in August 2024 and the discretionary company bonus scheme did not pay out during the reportable period. Bonus data shown relates most to sale and commission payment in connection to the sale, and more females than males in Sales roles receiving bonus payments. The Median average bonus payment for females was higher than for males. The Mean bonus payment gap is due to the sale of the business and related contractual payments.

## Summary

FY24 was an exceptional year. TM Group's policy is to remunerate males and females for excellent performance. The business is committed to taking proactive steps to address relevant Gender Pay Gaps, and focusing on support career development opportunities for female colleagues is pivotal to that.

We will continue to maintain transparency in our reporting and monitoring of our progress to ensure we continue on the right path.

I, **Jessica Westlake, Group Financial Controller** for TM Group, confirm that the information in this report is accurate.

Signed:

Dated:

**2 July 2024**