

Gender Pay Gap Report 2025

Foxtons Limited

A note from our CEO

In 2025 we were encouraged to see significant milestones achieved due to our focussed approach to improving gender equity over the past 3 years.



Guy Gittins
Chief Executive Officer

As a people-based business, we understand the importance of attracting, developing, and retaining a highly motivated, skilled and diverse workforce. We strive to develop a workforce that mirrors the diversity of London and reflects the communities we serve, including working towards a position where women are well represented at all levels of the organisation.

In 2025 we continued to invest in supporting and promoting networking opportunities for women across the business. Our focus remains on increasing female representation in the upper pay quartiles by increasing the number of women in managerial roles. A key enabler here is supporting female career progression by identifying and developing strong female talent through a range of programmes and employee experience improvements which are designed to support the female career progression.

In 2026 we are putting a particular focus on bespoke development programmes, effective succession planning and increasing our opportunities and infrastructure in place to gain feedback directly from our female employees regarding what is important to them.

Transparent pay structures continue to be critical to us, with the highest proportion of our employee base, our front office salesforce, operating under fully transparent and standardised pay structures which are gender-neutral by design. This pay structure provides our salesforce with unlimited earning potential and rewards our highest performing employees through variable pay creating a level playing ground.

Although there is more work to do, we have made good progress in increasing female representation across the business. Since July 2022, which was just prior to my appointment as CEO, the number of females in

the business has increased by 32%, which is 10% higher than the growth for males in the same period. Increasing the number of females in managerial positions has also been a priority, and over the same period, the number of female managers has grown by 25%, compared to an 8% increase for male managers. We have also seen improvements in our female leaver rate, which has reduced by 30% between 2022 to 2025. I am also pleased to report that in January 2026, we had a higher proportion of women employed in the business than men, which is a first for the business.

Overall, we are committed to reducing the gender pay gap and acknowledge that there is considerable work ahead of us and we will continue to drive awareness and take proactive action to help us retain more high performing women for longer, so that they can develop and achieve their full potential with us. In addition we will adopt a focused approach to recruiting more women into senior management roles to help compliment our internal progression initiatives. This will be a continued focus for the business throughout 2026 and beyond.

We believe that company culture is instrumental in ensuring equity among our employees, and in particular our female employees. In 2025 we have continued to invest in strengthening our organisational understanding and leadership capability in relation to psychological safety, inclusion and allyship, recognising the role these attributes play in achieving true inclusion.

To support this our upgraded 2026 Equity, Diversity and Inclusion strategy focusses on strengthening an environment where every employee feels equipped to excel and empowered to reach their full potential.

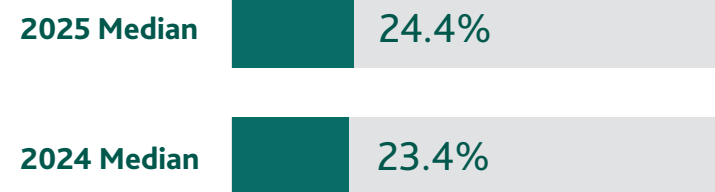
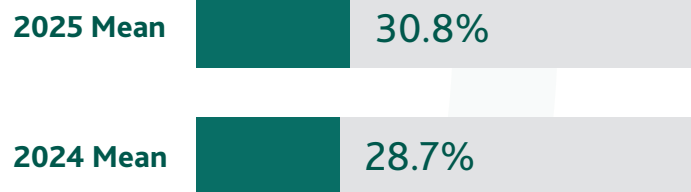
Our Gender Pay Gap Report 2025

Our gender pay gap data is based on the snapshot date of 5th April 2025. Full details of our gender pay gap report disclosures are provided on pages 2 and 3 of this report alongside comparatives. At 5th April 2025, **47%** of the workforce was female and **53%** was male.

Mean and median pay gap¹

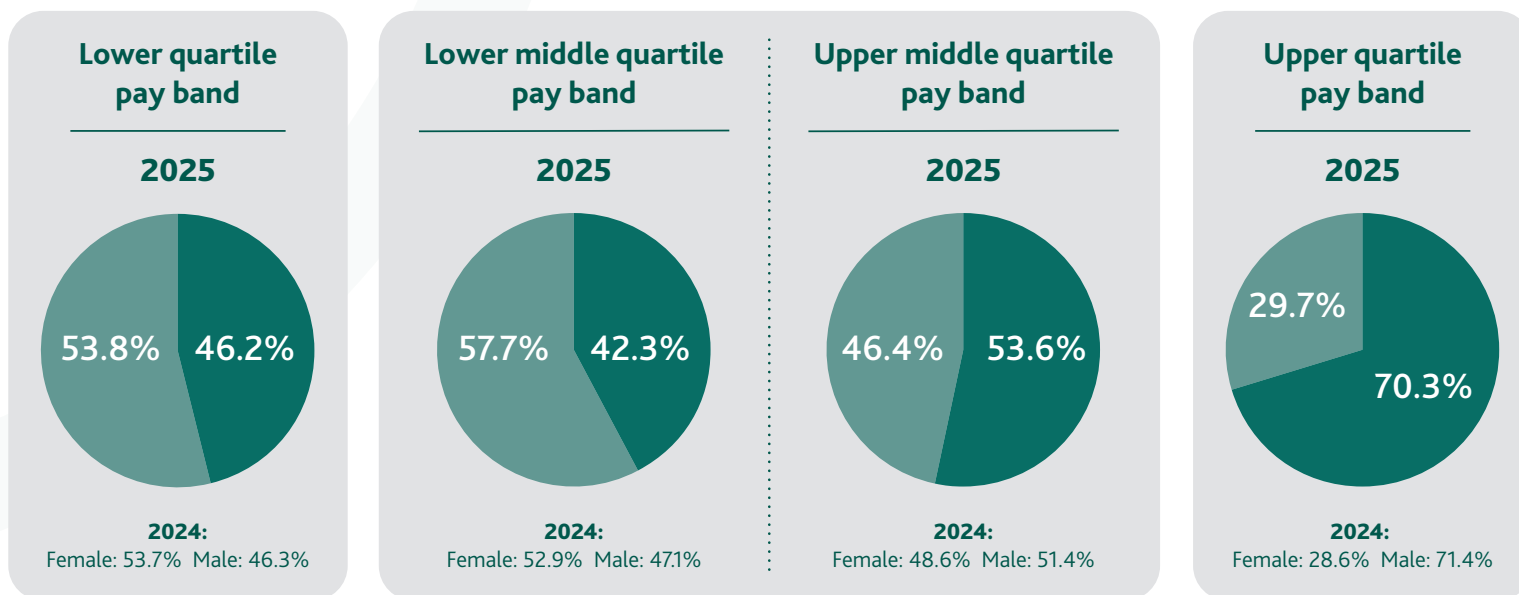


Hourly pay difference between male and female employees



¹ Metrics calculated as at the snapshot date of 5th April for full-pay relevant employees.

Gender split pay quartiles

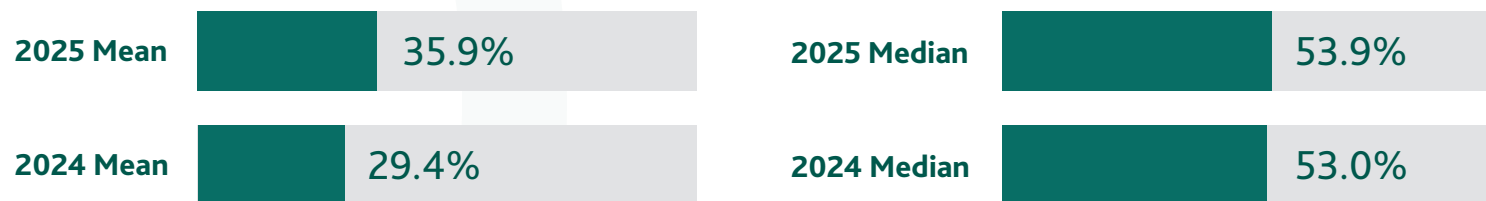


Our Gender Pay Gap Report 2025

Bonus pay differential²



Bonus pay difference between male and female employees



Percentage of male and female employees who received a bonus



² The bonus pay differential is calculated for relevant employees (as defined in the gender pay gap regulations) for the 12 months to the snapshot date of 5th April. Bonus pay includes all variable elements of pay, including commission and annual cash bonus.

I can confirm the information and data contained in this report is accurate as of the snapshot date 5th April 2025.



Guy Gittins

Chief Executive Officer

Closing our gender pay gap

Our gender pay gap exists largely due to the fact that currently women are underrepresented in the upper pay quartiles which generally relate to employees in management roles. Specifically, there are fewer women in senior management positions with only 30% of the upper pay bracket being women. We also have 8% more women than men in the lowest earning quartiles reflecting a greater percentage of women working in roles with lower base salaries. With a greater proportion of women in the lower quartiles, the average female earnings reduce overall, resulting in a gender pay gap.

To succeed in closing the gender pay gap we need to improve female representation in the upper pay quartiles by strategically addressing the number of women in managerial roles. The key enabler here is supporting female career progression by identifying and developing our high performing female talent through a range of bespoke programmes and initiatives designed specifically to support the female career progression.

The development of women at Foxtons is a key aspect of our 2026 People Strategy, and we plan to launch several initiatives to further female career progression, inclusion and engagement within the business. The key programmes and female employee experience improvements that are being progressed include:

1. Leadership development programmes that help women advance into senior management roles

An increased focus has been placed on developing our leaders of the future through leadership development programmes which aim to increase the number of females in managerial positions. Our “Next Generation” leadership development is designed to give our senior managers the skills they need for future leadership roles. We have seen improving levels of female representation in this group, and 50% of the employees identified to partake in the 2026 cohort are women. In 2025 we were thrilled to promote our first female Sales Director as a direct result of this programme.



Closing our gender pay gap

2. Succession planning that targets female talent

Identifying top female talent starts with supporting and developing our most junior employee levels and when combined with effective succession planning enables us to ensure progression through the organisation. A key focus for 2026 is strengthening our company-wide succession planning processes to ensure that senior managers are well equipped in identifying and developing female talent. In addition to this we are also focussing in on acquiring senior female talent externally through effective market mapping and our Alumni Programme which identifies talented individuals that have worked for Foxtons previously.

This is achieved by identifying, recognising and mitigating the unique challenges females face in an industry that is currently male dominated. We recognise that the majority of our front office directors are male so we are supporting them in continuing to deliver impactful leadership and allyship. All our Sales Directors are responsible for managing their own local Women@Foxtons networks which encourage progressive forums for growth.

3. Female support networks and mentoring

Our **Women@Foxtons network**, is chaired by two female Managing Directors and this year our male directors provided significant support in delivering the network's objectives. Women@Foxtons is designed to connect women from across the organisation, providing a forum for interpersonal support, career development via networking opportunities, social events, and initiatives designed to aid with professional development. In 2025 we had over 500 of our females and allies attend a series of Women@Foxtons events across the company. The events were organised to encourage cross-company networking and varied from sessions with motivational speakers to wine tasting (with a focus specifically on wines made in female-led vineyards) providing a great opportunity for connecting and growing individual networks with other women as well as senior leadership and allies. In 2026 we have scheduled a number of events that will have a specific focus on developing and empowering our women to achieve their full potential.

4. Female employee experience improvements

In 2025 we reviewed the feedback we received from our employees regarding the female experience. As a result we have initiated a number of projects to address the feedback. This includes reviewing our learning and development programmes, upgrading our family friendly policies and processes and enhancing the representation of women.



Closing our gender pay gap

5. Benefits that support female employees

We recognise that a fundamental factor in attracting and retaining female talent is how supported women feel if they choose to start a family. We are committed to ensuring that women feel that if they chose to become parents whilst employed with us, they will be fully supported. This year we have upgraded our enhanced maternity policy and we are upgrading the support mechanisms available to new mothers to ensure a smooth transition before and after maternity leave.

6. Engaging with our female employees

We measure employee engagement using an annual survey conducted via our third-party engagement platform supplier, Culture Amp. This survey covers a range of categories, including empowerment, engagement, leadership, career development, respect, and reward. We compare the scores of our female employees against the average scores for the Company as whole, with a view of identifying areas for improvement and outliers. A targeted approach is taken to address specific issues which may impact the gender pay gap or restrict the ability of women, and indeed other underrepresented groups, reaching their full potential.

In 2025, we saw a 4% increase in responses from female employees, strengthening the quality of insight available. Female employees in front office sales and lettings roles reported a 6% increase in recognition for their work, alongside a 7% improvement in perceived work-life blend, reflecting positive progress in areas that are critical to engagement, retention, and long term career progression.

