

# Gender Pay Gap Report

2025

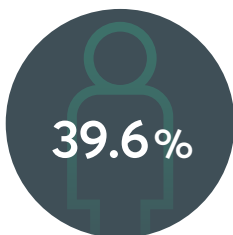


Miller Homes completed the acquisition of St. Modwen Homes, which joined the Miller Homes Group on 31 January 2025 as a separate legal entity. As St. Modwen Homes employed more than 250 employees at the 'snapshot' date, a separate report is required.

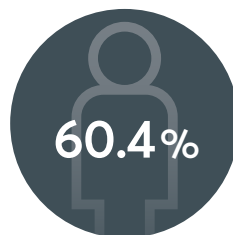
## Employees

St. Modwen Homes had 293 relevant employees on joining the Miller Homes Group. The ratio of female to male was:

Female:



Male:



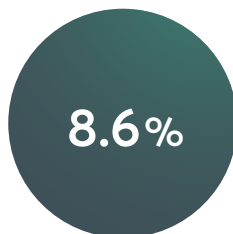
## Hourly Pay

The Gender Pay Gap for Hourly Pay is calculated as Mean 23.2% and Median 8.6%. The mean hourly rate went from 20.4% in 2024 to 23.2% in 2025. This shows a slight worsening. The median hourly rate went from 18.3% in 2024 to 8.6%. This showed an improvement.

Mean:

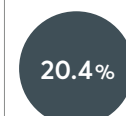


Median:

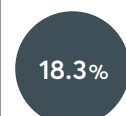


2024 figures:

Mean:

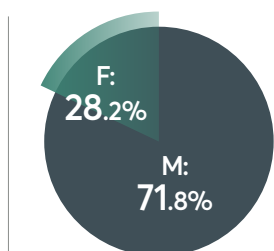


Median:

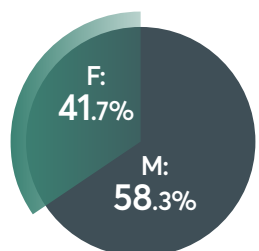


## Hourly Pay Quartiles

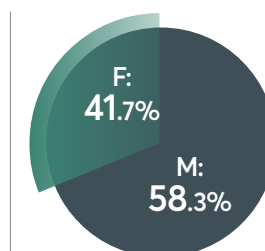
We ranked the Hourly Pay of males and females and then split this across equally sized quarters.



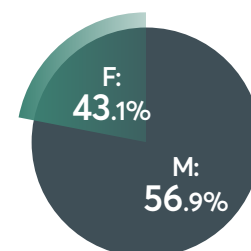
Top Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

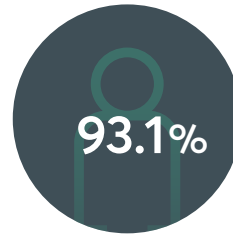
## Gender Bonus Gap

This calculation includes all bonuses paid in the 12 months prior to the 'snapshot' date of 5 April 2025.

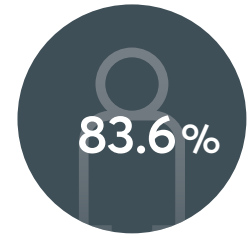
The percentages of females and males receiving a bonus in this report is favourable to female employees.

The percentage of all employees who received a bonus in the reporting year period is 93.1% of females (85.5% in 2024) and 83.6% of males (89.9% in 2024).

The Bonus Pay gap reflects all performance payments including payments for shares, commission or incentives received in the period from 6 April 2024 to 5 April 2025.

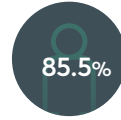


Female

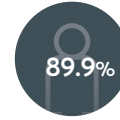


Male

### 2024 figures:



Female



Male

## Bonus Pay

The Bonus Pay gap figures are -16.0% mean (6.4% in 2024) and 6.8% median (14.8% in 2024).

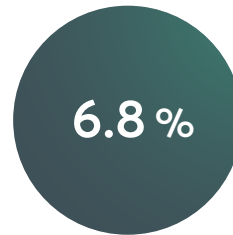
The mean bonus gap is in favour of women.

The median Bonus Pay gap, which takes into account the effect of outliers on the measurement, remains in favour of men.

### Mean:

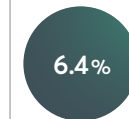


### Median:

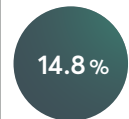


### 2024 figures:

#### Mean:



#### Median:



## Our commitment

I confirm that the data and statements in this report are accurate and presented in accordance with the regulations.

Stewart Lynes  
Chief Executive Officer  
Miller Homes Group  
April 2026

St. Modwen Homes  
is part of the Miller  
Homes Group

