



CORSEARCH

2025 GENDER PAY GAP REPORT

United Kingdom

About Us

Corsearch products and services are revolutionising how companies establish and protect their brands. Trusted by thousands of customers worldwide, Corsearch delivers market-leading technology, industry expertise, and global partnerships in both Trademark Solutions and Brand and Content Protection. These capabilities support brands to market their assets and reduce commercial risk, protecting consumers so they can trust that what they are buying is authentic.

We are fully committed to building a diverse, gender-balanced, and fairly compensated workforce. Through this commitment, we can better understand the needs and requirements of our broad and diverse customer base.

Our Gender Pay Gap

We guarantee fair compensation for all our colleagues which includes, where appropriate, an Annual Incentive/Bonus scheme designed to directly reward colleagues for Corsearch's success. Our mean and median pay gaps are generally close, which indicates a consistency in our efforts to promote equality across all levels of our organisation. By acknowledging and transparently addressing these figures, we're taking proactive steps towards achieving greater gender parity and continuing to support the growth of an inclusive workplace culture. Recognising the gender pay gap underscores our commitment to transparency and progress, driving us to implement strategies that ensure fairness and equity for all employees.

Our pay gap



While our gender pay gap numbers may currently reflect our technical industry structure, it's important to recognise that we're proactively tracking and addressing this area of focus. The proximity between our mean and median pay gaps indicates consistency in our efforts to promote equality across all levels of our organisation. By acknowledging and transparently addressing these figures, we're taking proactive steps towards achieving greater gender parity and continuing to support the growth of an inclusive workplace culture.

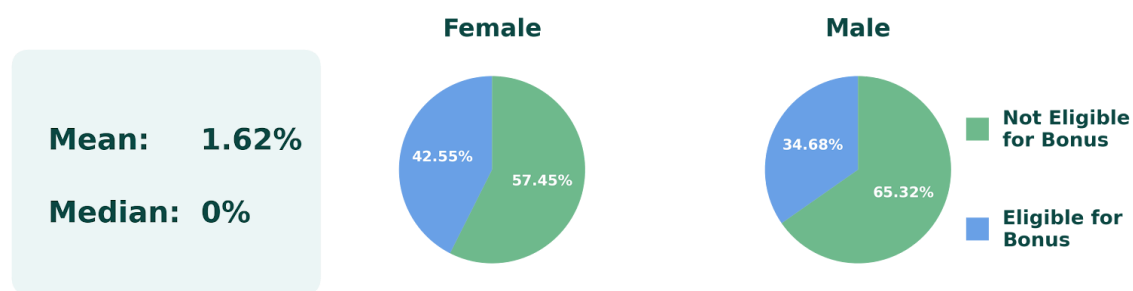
While we've seen an improvement following our efforts to close our gender pay gap since 2024, our commitment remains strong to further improve gender parity in our pay and reward practices.

Global Bonus Gap Analysis

Our global bonus analysis demonstrates sustained equity and multi-year stability across our international operations. Overall, median bonus gaps remain at or near parity, confirming consistent reward distribution across comparable roles and performance tiers.

Proactive initiatives in leadership development, equal eligibility frameworks, and performance-based recognition continue to support balanced variable pay representation for women across all operating regions. We remain fully committed to furthering these efforts to ensure fair and equitable reward structures worldwide

Our bonus gap analysis

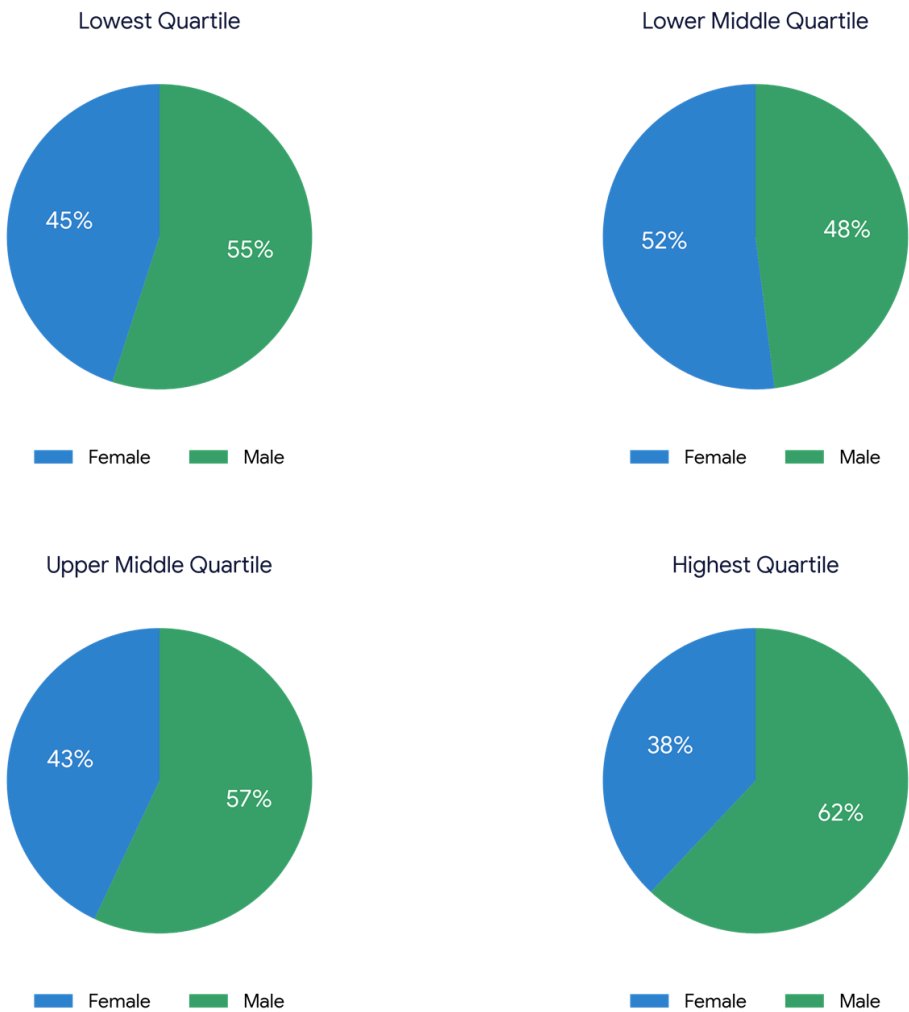


In terms of bonus pay, the mean bonus pay gap stands at 1.62%, while the median bonus pay gap for both men and women is 0.00%.

Notably, a higher percentage of women (42.55%) received bonuses compared to men (34.68%), reflecting our commitment to recognising and rewarding female talent in the UK. We are committed to furthering these efforts to achieve greater equality in the year ahead.

Gender Pay Quartiles

While we are making good progress, we are focused on ensuring we address the gender pay gap across all quartiles in the coming years.



How are we addressing the gap?

1. **Future of Work:** We actively support hybrid working, offering our team greater flexibility and accessibility to diverse opportunities, contributing to a more inclusive environment where everyone can be at their best while delivering for our customers.

2. **Equal Opportunities:** We are fully committed to the principles of equal opportunities, the provision of meaningful work and the development of our systems and processes to continue promoting equality in all areas including recruitment, development and reward.

3. **Women in Leadership:** By giving our female employees a platform to develop, through our EmpOur network to share ideas and provide support to one another, we are ensuring that we showcase the genuine commitment that Corsearch provides the women within the business to progress and achieve.

4. **Progression and Development:** We have seen great success with our talent planning and management development programmes. We continue to invest in our people and provide opportunities to develop and learn anytime.

5. **Reward and Recognition:** We are reducing the gender pay gap and promoting pay equality through our reward and recognition framework. We aim to narrow the gender pay gap within the coming year as we strive towards equalising pay across all genders, fostering an even more equitable and inclusive workplace.

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