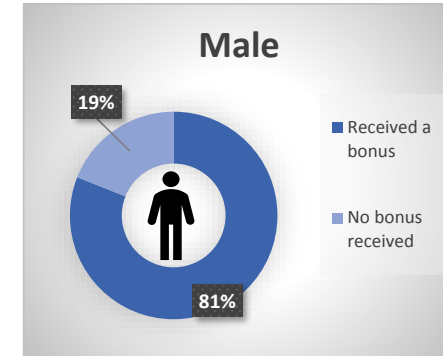
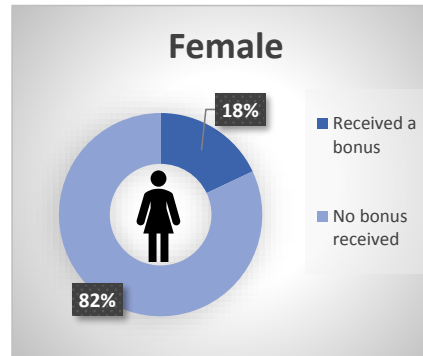


TXMPlant

Gender pay and Bonus Gap

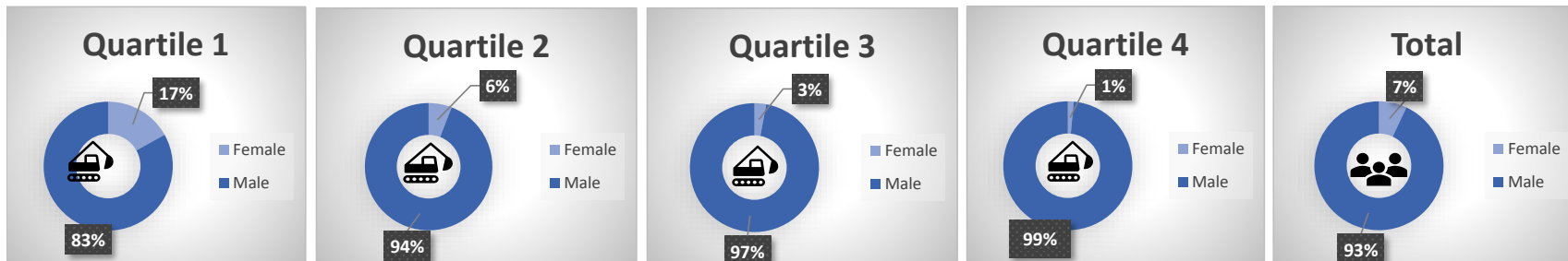
| Difference between men and women | Mean (Average) | Median (Middle) |
|----------------------------------|----------------|-----------------|
| Gender Pay Gap | 25.3% | 30.3% |
| Gender Bonus Gap | -14.0% | -19.0% |

Proportion of employees receiving a bonus



Pay Quartiles

Proportion of male and female in each quartile, each quartile contains 136 employees



I confirm that the information reported in this statement is accurate.

Brian Reynolds
 Chief Financial Officer
 3rd April 2018