

## Highdorn Co Limited ("Highdorn" or "the Company") Gender pay gap report 2024

As an employer with more than 250 employees, Highdorn is required by law to publish an annual gender pay gap report on our website and on the government's online reporting service.

This report is for the snapshot date of 5 April 2024.

|                                     |        |
|-------------------------------------|--------|
| Mean gender pay gap*                | 25.3%  |
| Median gender pay gap*              | -10.3% |
| Mean bonus gender pay gap*          | 47.1%  |
| Median bonus gender pay gap*        | 0.0%   |
| Proportion of MEN receiving bonus   | 41.5%  |
| Proportion of WOMEN receiving bonus | 39.5%  |

\* Positive numbers denote a pay gap in favour of men, negative numbers denote a pay gap in favour of women

The proportion of male and female employees in each pay quartile are:

### Quartile analysis as at 5 April 2024

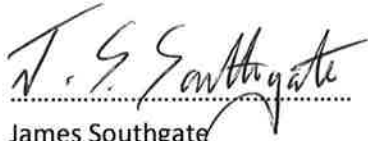


The Company takes great care in ensuring that across our business, men and women are paid equally for the same role. Our mean gender pay gap arises from a greater proportion of men in the higher paid senior roles being only partially offset by a greater proportion of men in lower paid roles. The high percentage of men in senior roles is also a primary cause of the mean bonus gender pay gap.

The proportion of men receiving bonuses (41.5%) remains broadly the same as the proportion of women receiving bonuses (39.5%). The absence of a median bonus gender pay gap this year follows several years of a small gap favouring women.

The directors of Highdorn thank all employees for the contributions that they make and continue to support fair and competitive remuneration for all employees.

The Company confirms that its gender pay gap calculations are accurate and have been calculated in accordance with the required regulations.

A handwritten signature in black ink, appearing to read 'J. S. Southgate', written over a horizontal dotted line.

James Southgate

Company Secretary