

Highdorn Co Limited (“Highdorn” or “the Company”) Gender pay gap report 2022

As an employer with fewer than 250 employees, Highdorn is not required by law to publish an annual gender pay gap report. However, we maintain a commitment to being a socially responsible employer and recognise the importance to employees and other stakeholders of providing this information on a voluntary basis on our website and on the government’s online reporting service.

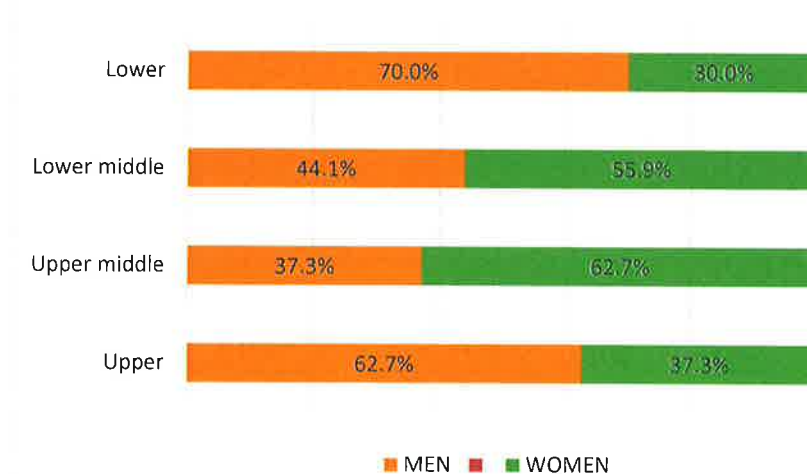
This report is for the snapshot date of 5 April 2022.

Mean gender pay gap*	31.6%
Median gender pay gap*	-6.3%
Mean bonus gender pay gap*	42.8%
Median bonus gender pay gap*	-52.7%
Proportion of MEN receiving bonus	44.1%
Proportion of WOMEN receiving bonus	28.2%

* 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 2022



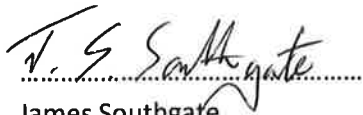
The Company takes great care in ensuring that across our business, men and women are paid equally for the same role. Our mean gender pay gap arises from a greater proportion of men in the higher paid senior roles being only partially offset by a greater proportion of men in lower paid roles. The high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

The proportion of men receiving bonuses (44%) is higher than the proportion of women receiving bonuses (28%). This is principally due to small bonuses which are paid to most employees who are

based on-site in one of the Group's investment properties ("External Employees"). Whilst overall headcount is approximately 50% men and 50% women, almost 80% of External Employees are men, most of whom are in the lower pay quartile. This also explains why the median bonus gender pay gap (-53.7%) favours women as a greater proportion of women are in office-based roles which typically attract higher bonuses.

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