

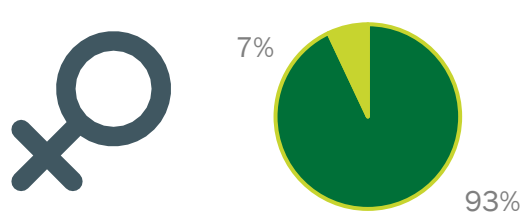
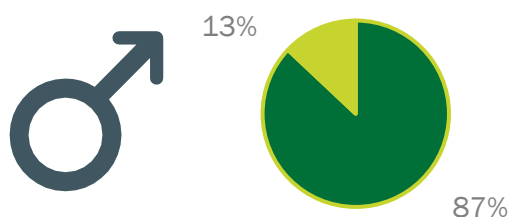
2025 Gender Pay Gap Report

Barfoots of Botley Ltd operates within the fresh produce sector, packing and processing semi-exotic vegetables. This Gender Pay Gap Report is based on data as at 5th April 2025. At this date, Barfoots employed 595 staff with 366 (61%) being male and 229 (39%) being female.

Pay and Bonus Gender Gap

| | MEAN | MEDIAN |
|-------|--------|--------|
| PAY | 15.2% | 0% |
| BONUS | 59.89% | 0% |

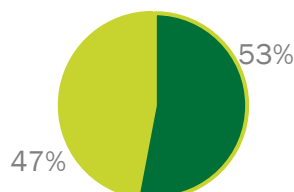
Proportion of colleagues awarded a bonus in the period



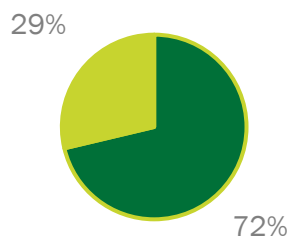
Key: ■ Bonus received % ■ Bonus not received

Proportion of males / females in each quartile pay band

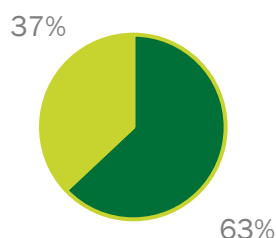
Lower



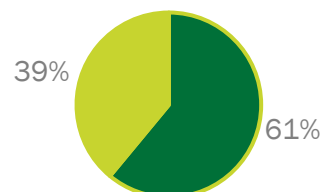
Lower Middle



Upper Middle



Upper



Key: ■ Male ■ Female

I can confirm that the data reported above is accurate



Nick Lake, Group CFO