

THE HARBOROUGH HARE LIMITED

GENDER PAY REPORT 2024

STATUTORY DISCLOSURES

| | Mean 2024 | Mean 2023 | Median 2024 | Median 2023 |
|------------------|--------------|--------------|----------------|----------------|
| Gender Pay Gap | 30.3% | 37.1% | 4.8% | 24.2% |
| Gender Bonus Gap | - | -12.5% | - | -50.0% |

Pay Quartiles

| | Quartile | | | |
|-------|----------|--------------|--------------|-------|
| | Lower | Lower Middle | Upper Middle | Upper |
| Men | 11% | 10% | 7% | 19% |
| Women | 89% | 90% | 93% | 81% |

Proportion of Employees receiving a Bonus

No employees received a bonus during the period.

| | | | |
|-----|-----|-------|-----|
| Men | n/a | Women | n/a |
|-----|-----|-------|-----|

I confirm this information is accurate.



Alistair Hill
Chief Operating Officer, The Harbrough Hare Limited
26 March 2025