

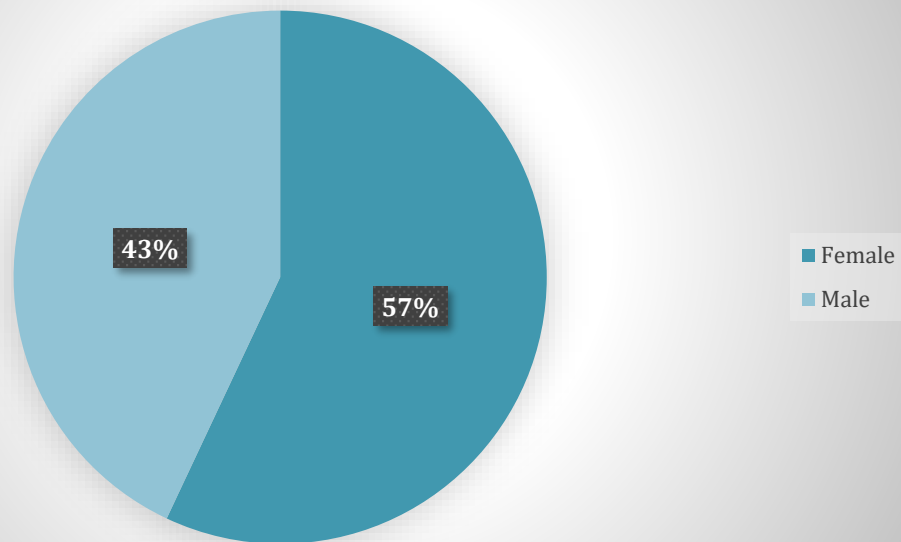


As of June 22, 2025, Tullow Mushroom Growers Ltd. proudly employ 233 staff, reflecting our commitment to fostering a diverse and inclusive workplace.

This Gender Pay Gap Report aims to transparently present our pay equity data, highlighting our ongoing dedication to providing equal opportunities for all staff members, regardless of gender.

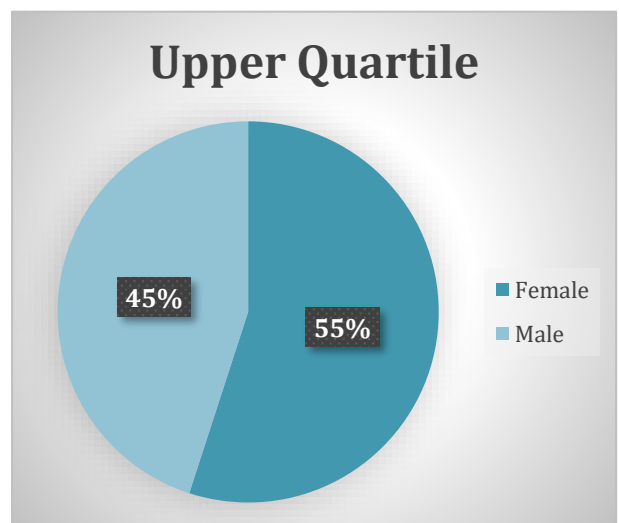
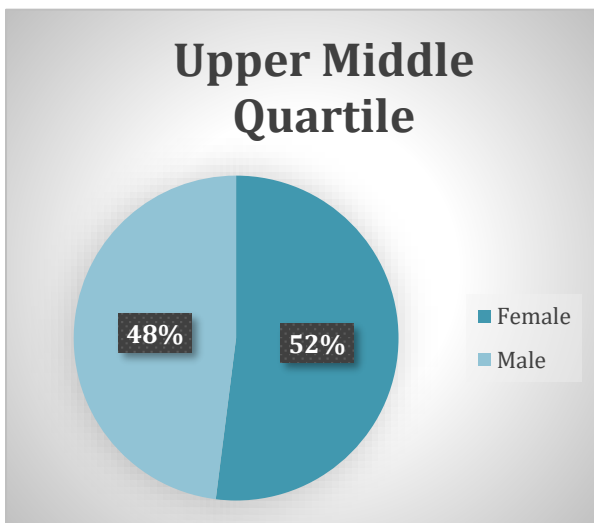
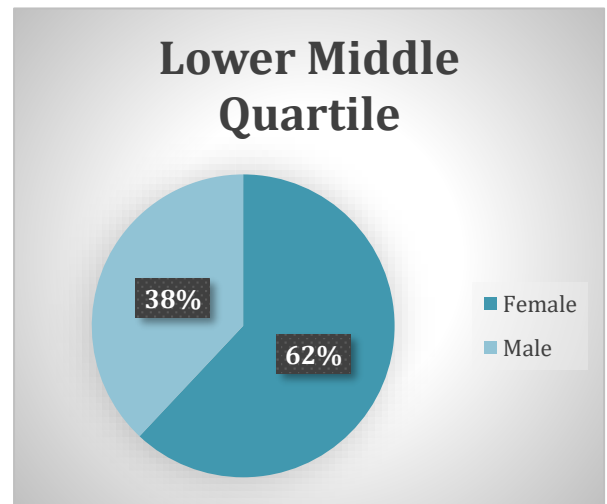
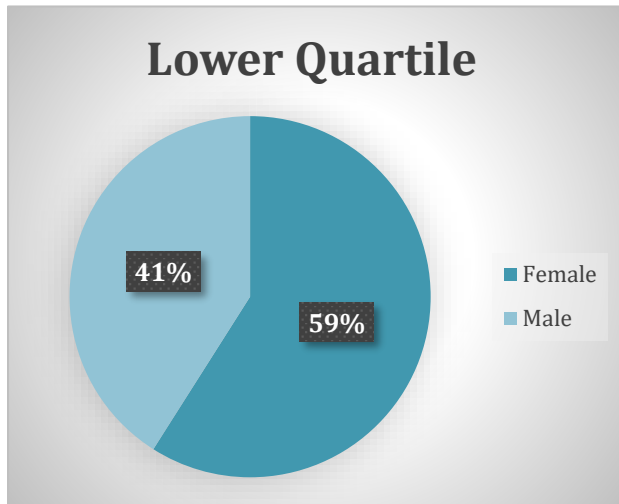
By analyzing our pay structures and practices, we seek to identify any disparities and reinforce our commitment to a fair and equitable environment where every employee can thrive.

Workforce Gender - June 2024



Pay Quartiles and Gender Pay Gap

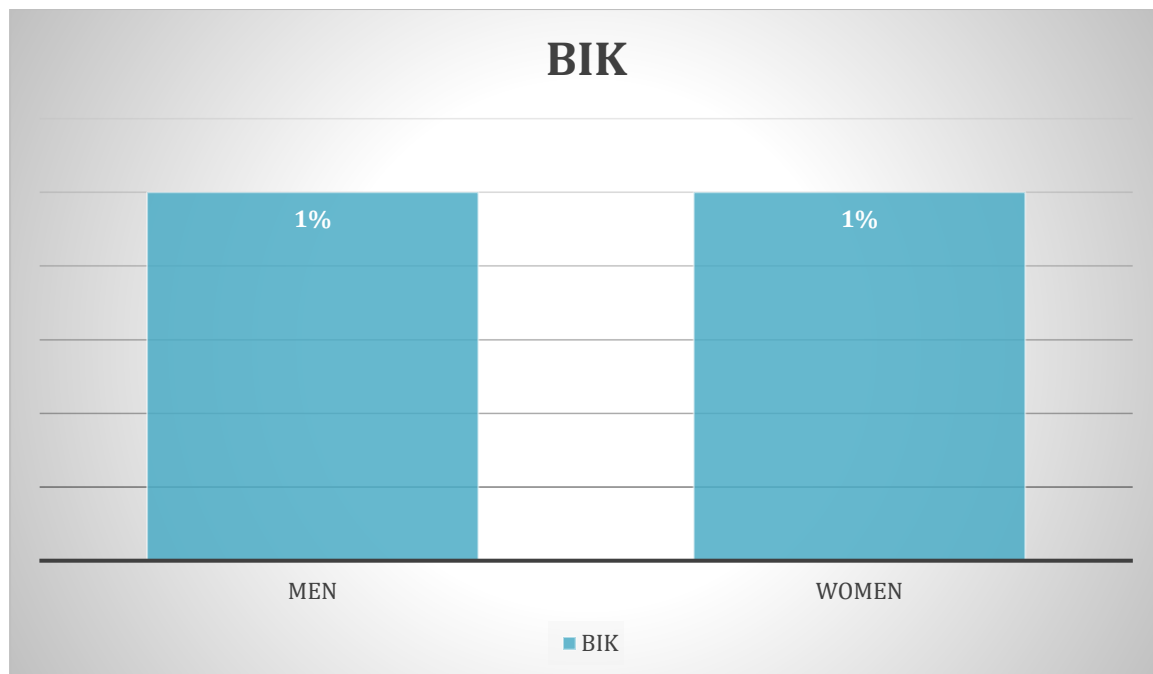
The proportion of Males / Females in each quartile pay band is as follows



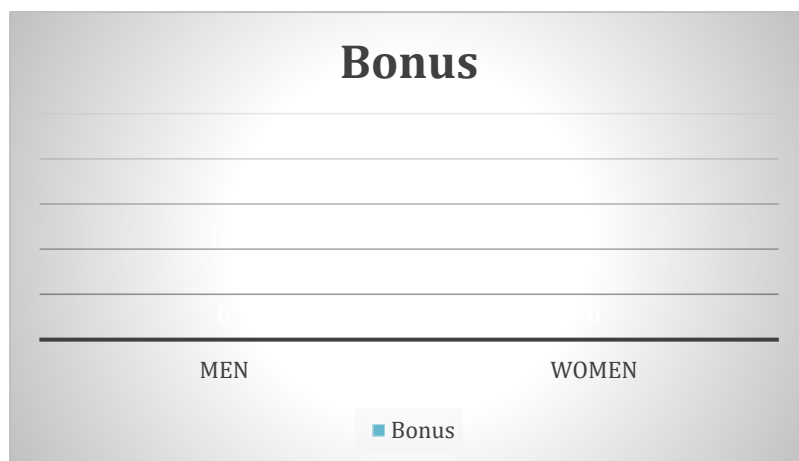
Our Gender Pay Gap is

Mean	Median
-0.24%	1.37%

Benefit in Kind



Bonus



Our Gender Pay Gap is

Mean	Median
N/a	N/a