



Gender Pay Gap Report 2026

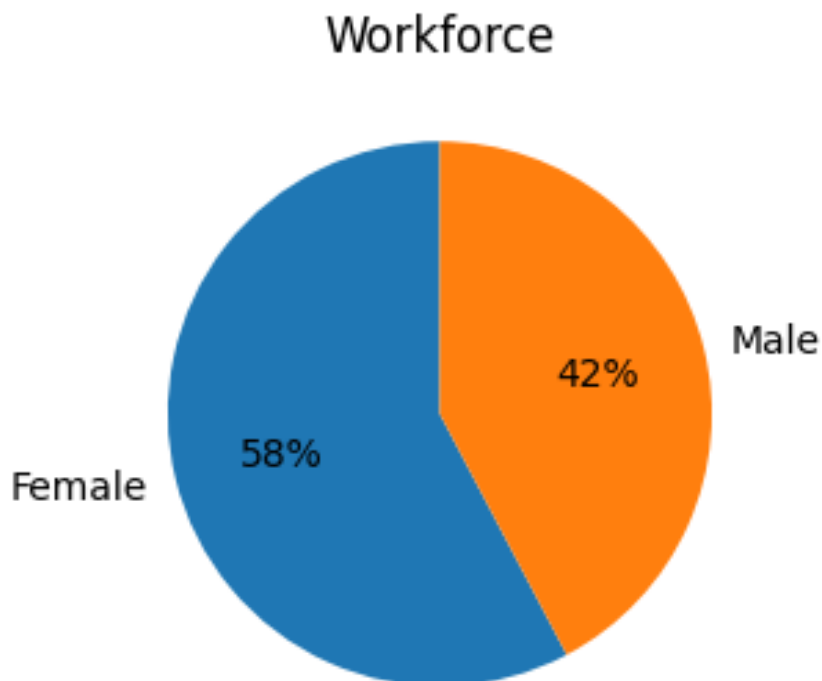
Tullov Mushroom Growers Ltd.

Published in accordance with the Gender Pay Gap Information Act

Executive Summary

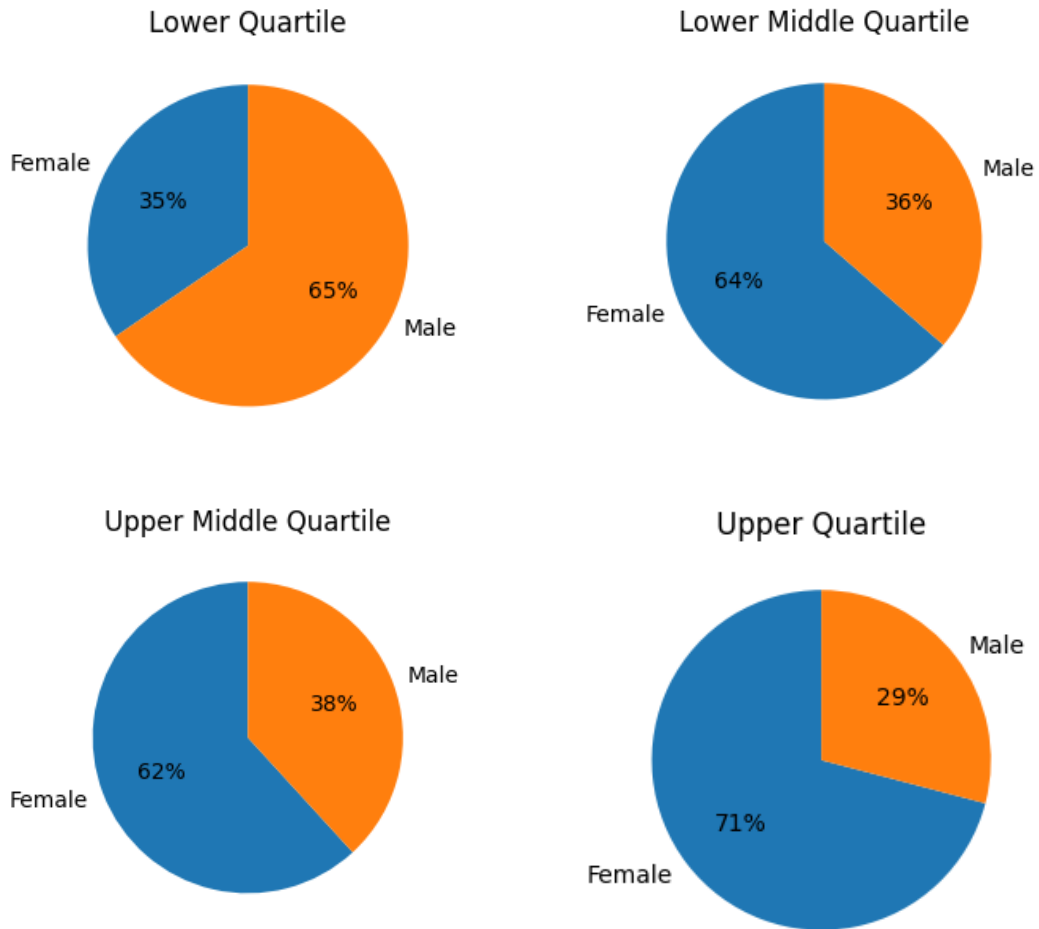
Tullov Mushroom Growers Ltd. is committed to equality, diversity and inclusion. The 2026 Gender Pay Gap results demonstrate that there is no material difference in hourly pay between male and female employees. Female employees earned marginally more than male employees on both the mean and median hourly pay calculations.

Workforce Profile



Gender	Employees	%
Female	127	58%
Male	93	42%

Gender Distribution by Pay Quartile



Quartile Breakdown

Quartile	Female	Male
Lower Quartile	19 (34.55%)	36 (65.45%)
Lower Middle Quartile	35 (63.64%)	20 (36.36%)
Upper Middle Quartile	34 (61.82%)	21 (38.18%)
Upper Quartile	39 (70.91%)	16 (29.09%)

Gender Pay Gap Results

Measure	Male	Female	Gap
Mean	€15.83	€15.85	-0.13%
Median	€15.11	€15.13	-0.13%

Bonus Payments

No bonus payments were made to either male or female employees during the reporting period.

Benefits in Kind

Female: 3 employees (1%)

Male: 2 employees (1%)

Our Commitment

Tulow Mushroom Growers Ltd. remains committed to ensuring that recruitment, promotion, training and remuneration are based solely on objective criteria including skills, qualifications, experience and business requirements. We will continue to monitor our gender pay data annually and promote equality of opportunity across the business.

Directors' Statement

The Directors are pleased to publish the 2026 Gender Pay Gap Report and reaffirm the Company's commitment to equal pay for equal work, fairness, respect and inclusion.