

GENDER PAY REPORT 2023 Leiths (Scotland) Ltd

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

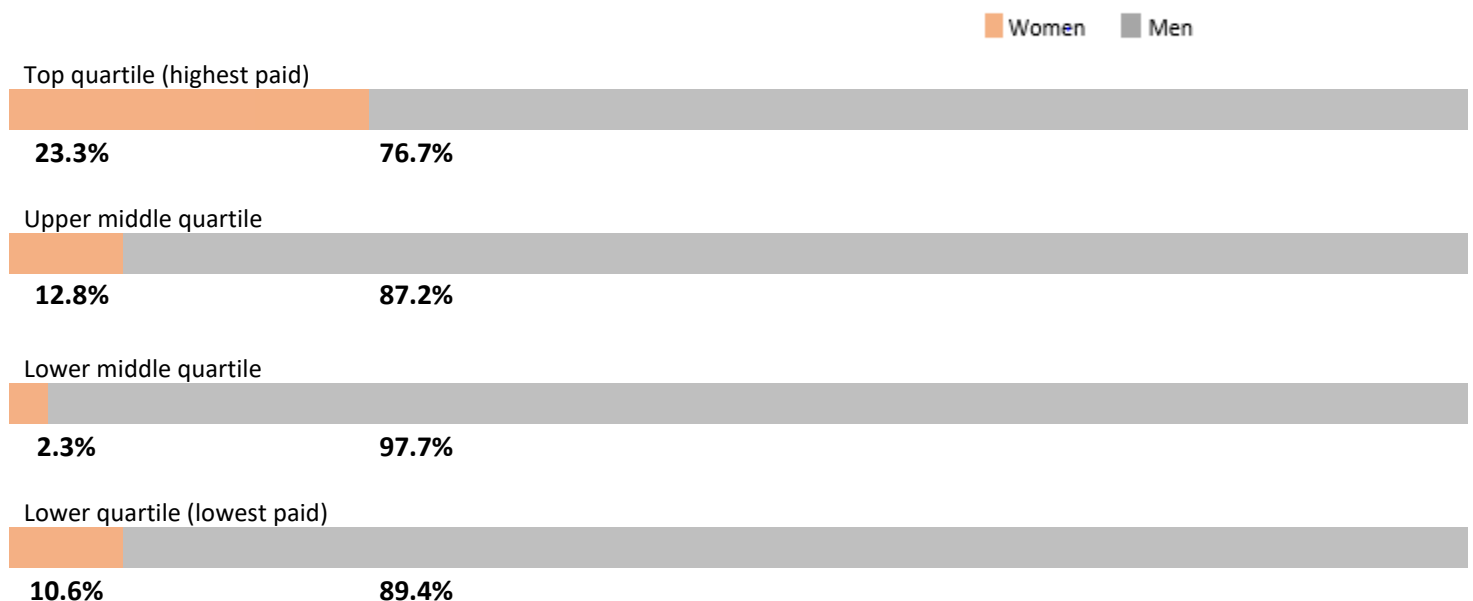
Our updated gender pay details for 2023 are as follows:

PAY DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is 0.8% lower than men's

Women's median hourly rate is 4.8% lower than men's

PAY QUANTILES ACROSS ALL EMPLOYEES



PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

57% of women

16% of men

Difference in Bonus Pay

Women's mean bonus pay is 48% lower than men's

Women's median bonus pay is 45% lower than men's

Declaration

We confirm that Leiths' gender pay gap calculations are accurate and meet the requirements of the Regulations.

GENDER PAY REPORT 2022 Leiths (Scotland) Ltd

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

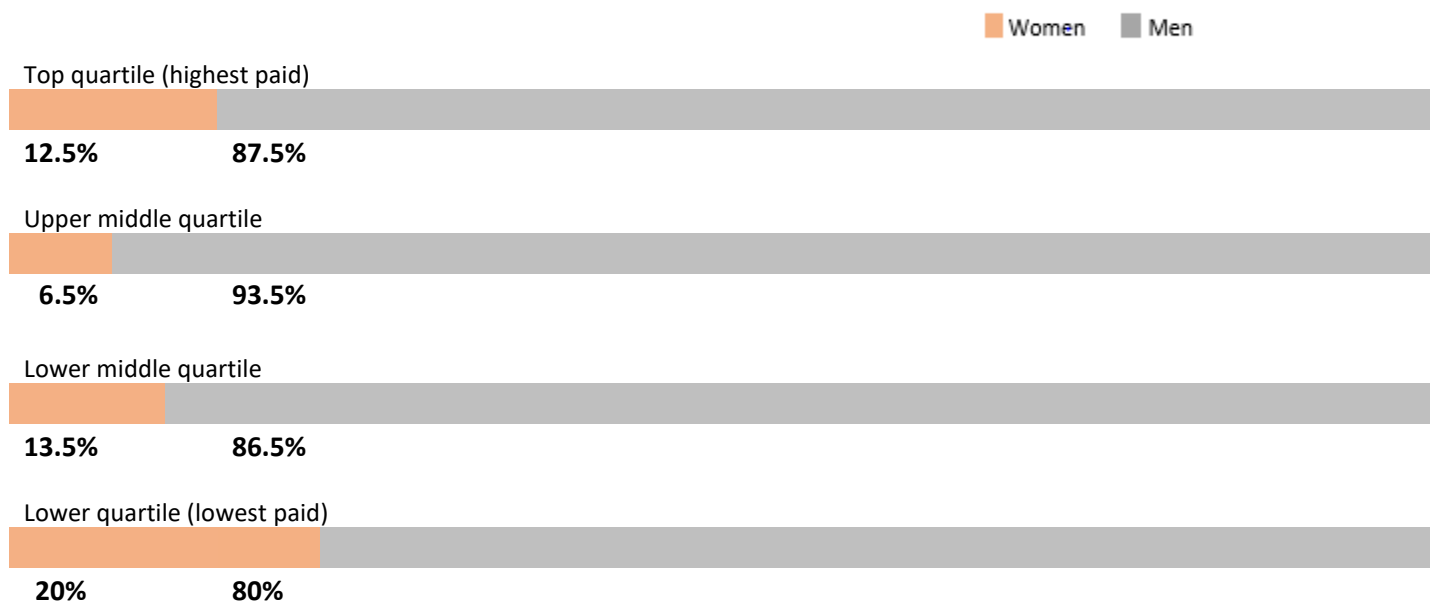
Our updated gender pay details for 2022 are as follows:

PAY DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is 1.0% higher than men's

Women's median hourly rate is 3.2% lower than men's

PAY QUANTILES ACROSS ALL EMPLOYEES



PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

57% of women

15% of men

Difference in Bonus Pay

Women's mean bonus pay is 63% lower than men's

Women's median bonus pay is 48% lower than men's

Declaration

We confirm that Leiths' gender pay gap calculations are accurate and meet the requirements of the Regulations.

GENDER PAY REPORT 2021 Leiths (Scotland) Ltd

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

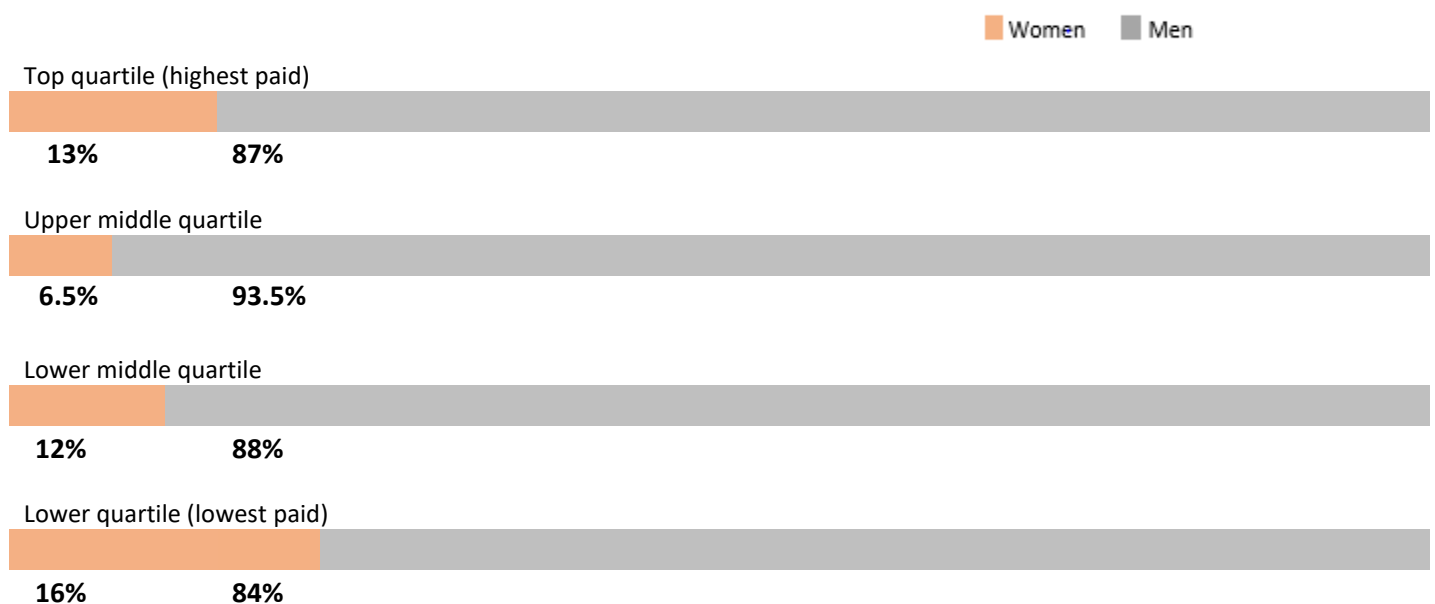
Our updated gender pay details for 2021 are as follows:

PAY DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is 1.0% higher than men's

Women's median hourly rate is 3.2% lower than men's

PAY QUANTILES ACROSS ALL EMPLOYEES



PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

No bonuses were paid in 2021

Declaration

We confirm that Leiths' gender pay gap calculations are accurate and meet the requirements of the Regulations.