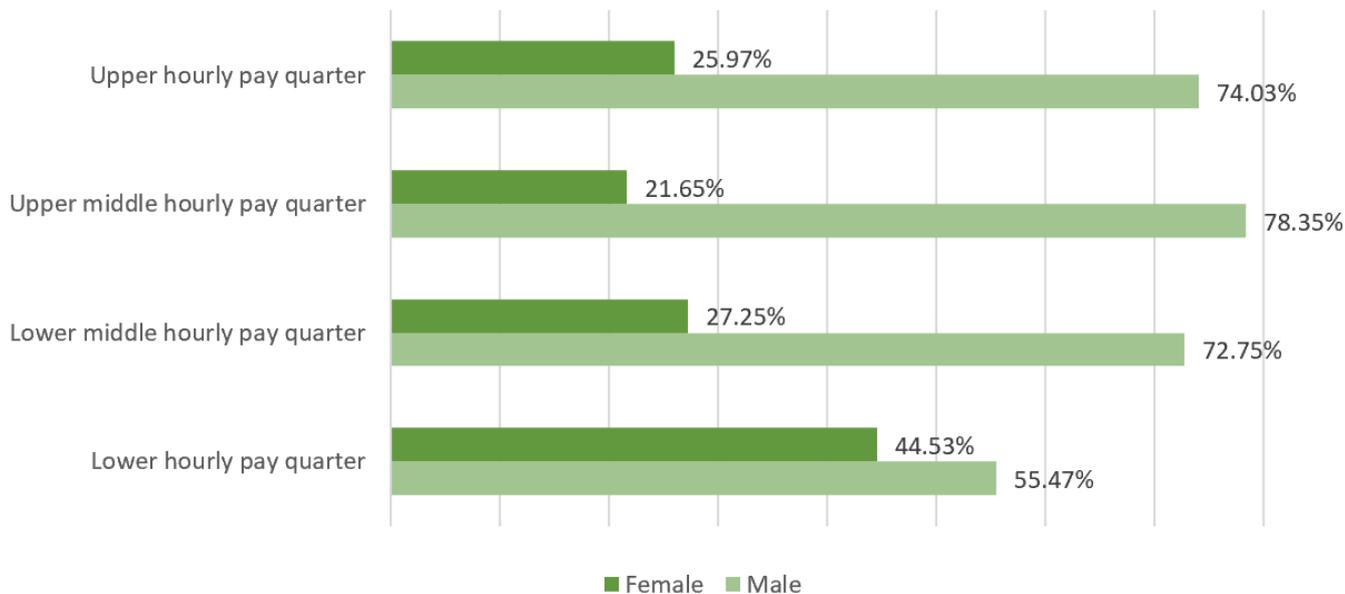


Gender Pay Gap Reporting: Pork Farms Limited / 2021

Introduction

As a business with over 250 employees, in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Pork Farms Limited gender pay gap calculations are based on employer payroll data of a snapshot date of 5 April 2021.

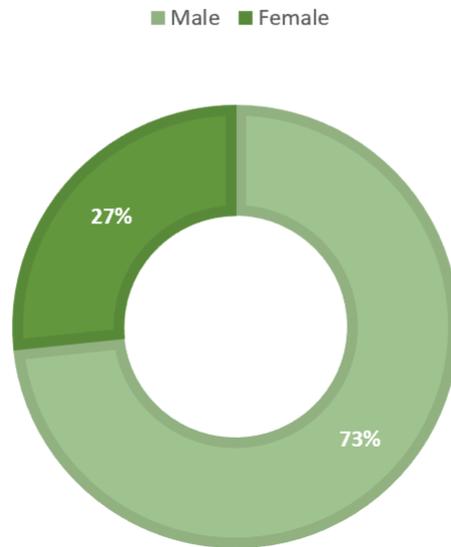
Percentage of Men & Women In Each Hourly Pay Quarter



Hourly Pay Gap

Based on the 2021 Gender Pay Gap reporting, the national UK average pay gap was 15.4%. Pork Farms Limited is 8.1% meaning the split of pay between our male and female colleagues is better than average.

PERCENTAGE OF MEN & WOMEN RECEIVING BONUS PAY



Mean Gender Pay Gap: Bonus

3.82%

Median Gender Pay Gap: Bonus

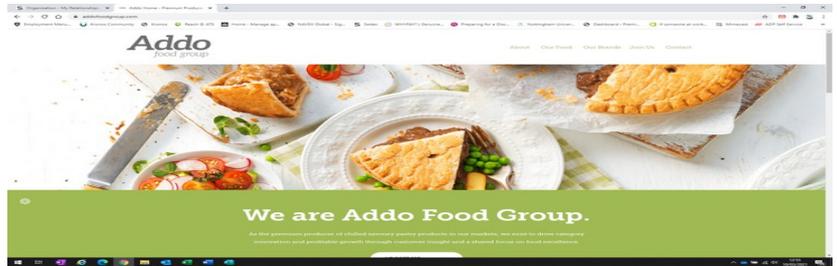
0%

Bonus Pay Gap

2020 saw a bonus distribution split which was generally representative of our headcount ratio between male and female. Based on the mean gender pay gap, females received 3.82% less than males.

Acknowledgement

I confirm that the figures and data cited within this document have been verified and are accurate, and approved on behalf of the Board of Directors of Addo Food Group on 6th January 2022.

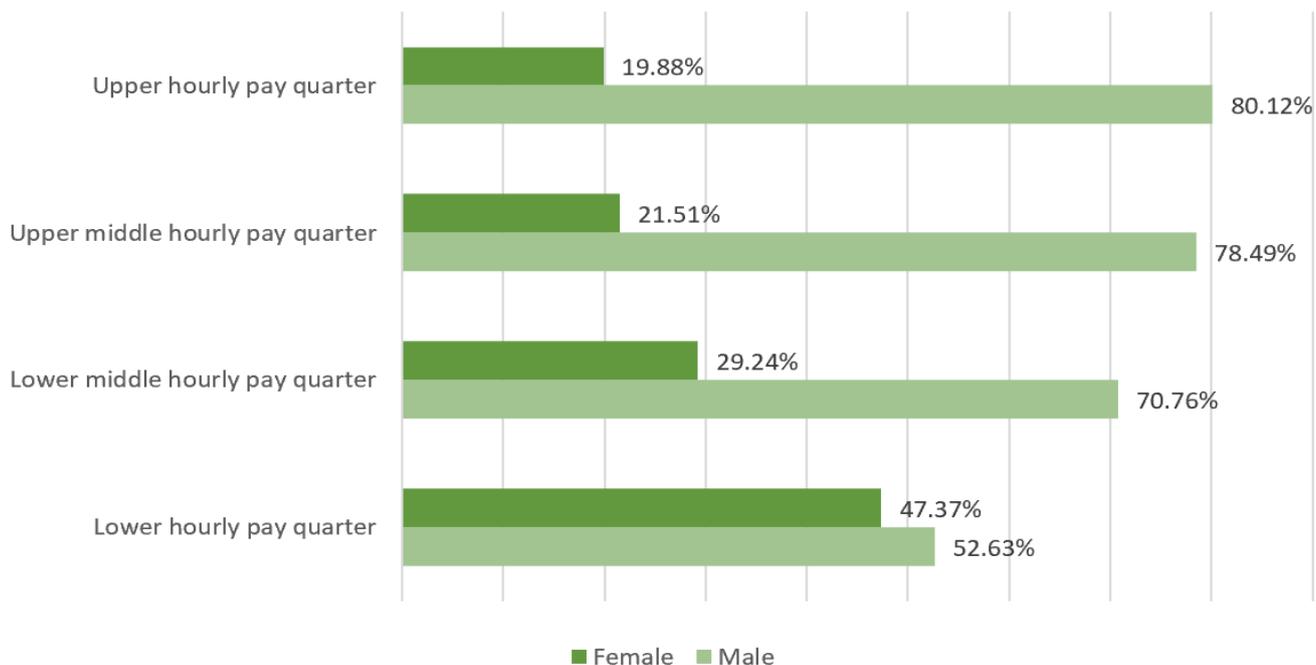


Gender Pay Gap Reporting: Pork Farms Caspian Limited / 2021

Introduction

As a business with over 250 employees, in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Pork Farms Caspian Limited gender pay gap calculations are based on employer payroll data of a snapshot date of 5 April 2021.

Percentage of Men & Women In Each Hourly Pay Quarter

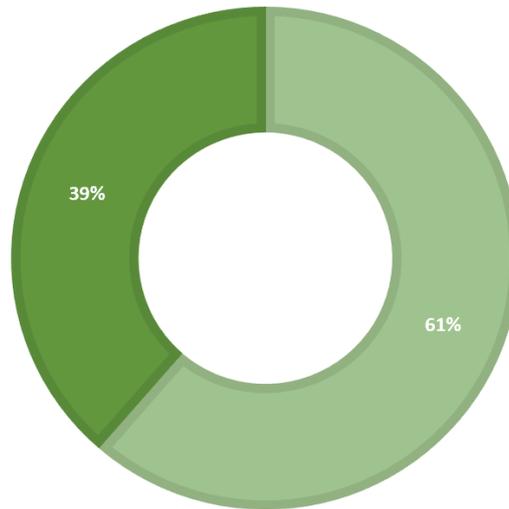


Hourly Pay Gap

Based on the 2021 Gender Pay Gap reporting, the national UK average pay gap was 15.4%. Pork Farms Caspian Limited is 11.28% meaning the split of pay between our male and female colleagues is better than average.

PERCENTAGE OF MEN & WOMEN RECEIVING BONUS PAY

■ Male ■ Female



Mean Gender Pay Gap: Bonus

-13.12%

Median Gender Pay Gap: Bonus

0%

Bonus Pay Gap

2021 saw a bonus distribution split above that which is representative of our headcount ratio between male and female. Based on the mean bonus gender pay gap, females received 13.12% more than males.

Acknowledgement

I confirm that the figures and data cited within this document have been verified and are accurate, and approved on behalf of the Board of Directors of Addo Food Group on 6th January 2022.