



QD Commercial Group Holdings Limited – Gender Pay Gap Report 2025/2026

As part of our obligations under the Gender Pay Gap Legislation, we present our Gender Pay statistics which have been uploaded to the Government portal.

QD Market Towns Limited

Hourly Pay

Hourly pay for male colleagues was:

- 3.5% lower, when measured as a mean average.
- 0.00% higher or lower, when measured as a median average.

Pay Quartiles

The proportion of male and female colleagues in each payroll quartile was:

Quartile	Male %	Female %
Top	32%	68%
Upper Middle	32%	68%
Lower Middle	36%	64%
Lower	32%	68%

Bonus Pay

No bonuses were paid.

Cherry Lane Retail Centres Limited

Hourly Pay

Hourly pay for male colleagues was:

- 1.51% higher, when measured as a mean average.
- 0% higher or lower, when measured as a median average.

Pay Quartiles

The proportion of male and female colleagues in each payroll quartile was:

Quartile	Male %	Female %
Top	34%	66%
Upper Middle	34%	66%
Lower Middle	32%	68%
Lower	39%	61%

Bonus Pay

No bonuses were paid.

I declare that the data presented above is accurate as at 4 April 2026.

Peter Fairley
Finance Director
QD Commercial Group Holdings Limited

Gender Pay Gap Reporting - 6 April 2025 – 5 April 2026

Lower Quartile:
 Male 39%
 Female 61%

Lower Middle Quartile:
 Male 32%
 Female 68%

Upper Middle Quartile:
 Male 34%
 Female 66%

Upper Quartile:
 Male 34%
 Female 66%

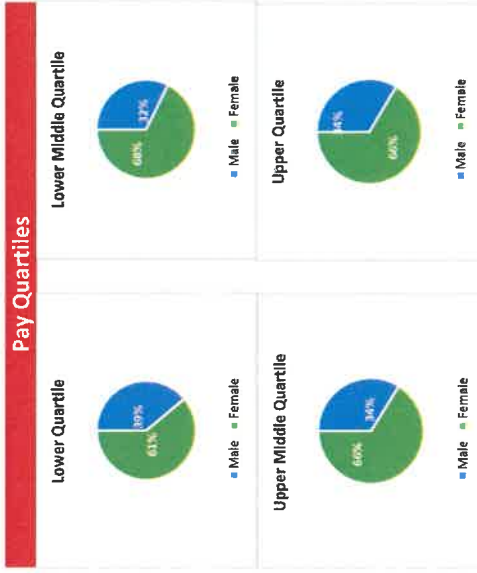
Cherry Lane Retail Centres

Mean Gender Pay Gap based on hourly pay rate: 1.51%

Median Gender Pay Gap based on hourly pay rate: 0.00%

No bonuses were aid in this reporting year.

HR Comments:



Year	Business	Mean Gender Pay Gap	Median Gender Pay Gap	Mean Bonus Pay	Median Bonus Pay
2024/25	Cherry Lane	1.51%	0%	0	0
2023/24	Cherry Lane	3.66%	0%	0	0
2022/23	Cherry Lane	4.84%	0%	0	0
2021/22	Cherry Lane	0.1%	0%	0	0
2020/21	Cherry Lane	0.1%	0%	0	0
2019/20	Cherry Lane	2.1%	0%	0	0
2018/19	Cherry Lane	1.8%	0%	1.6%	12.5%
2017/18	Cherry Lane	2.5%	0%	0	0

Lower Quartile:
 Male 32%
 Female 68%

Lower Middle Quartile:
 Male 36%
 Female 64%

Upper Middle Quartile:
 Male 32%
 Female 68%

Upper Quartile:
 Male 32%
 Female 68%

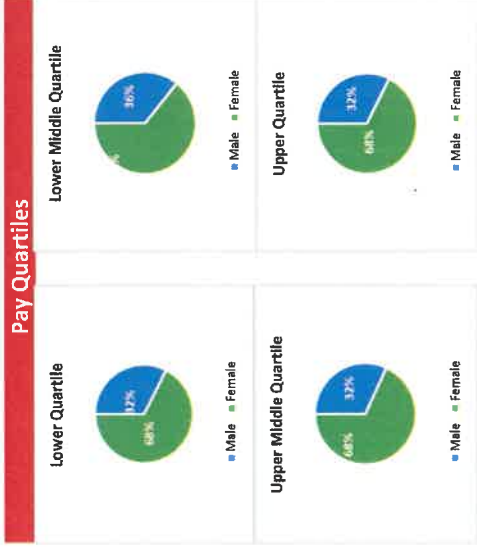
QD Market Towns

Mean Gender Pay Gap based on hourly pay rate: -3.50%

Median Gender Pay Gap based on hourly pay rate: 0.00%

No bonuses were aid in this reporting year.

HR Comments:



Year	Business	Mean Gender Pay Gap	Median Gender Pay Gap	Mean Bonus Pay	Median Bonus Pay
2024/25	QD	-3.50%	0%	0	0
2023/24	QD	-6.65%	0%	0	0
2022/23	QD	-2.98	0%	0	0
2021/22	QD	-3.1%	0%	0	0
2020/21	QD	-3.1%	0%	0	0
2019/20	QD		Not Reqd		
2018/19	QD		Not Reqd		
2017/18	QD		Not Reqd		