I have set out below the further information regarding Persimmon’s worker pay and pay ratios as requested when Marion Sears, our Remuneration Committee Chairman attended the recent BEIS Select Committee’s enquiry:

**Average Worker Pay**

The simple average of our workers’ pay for 2017, including bonus and commissions and excluding the Executive Directors was £35,665.

**Pay Ratios – please see context below**

1) The pay ratio of our highest paid employee (our CEO) to the average paid employee (excluding Executive Directors) is 1,320:1.

   NB. This includes the value of LTIP awards for the CEO but does not include the value of LTIP awards for average employee pay. Therefore, this inflates the pay ratio.

2) The pay ratio of our highest paid employee (our CEO) to our lowest paid employee (excluding apprentices and trainees) is 3,195:1.

Please note: Awards under the 2012 Long Term Incentive Plan had a ten year performance period; following shareholder approvals, awards vest in two tranches in years 6 (2017) and 7 (2018), rather than evenly over ten years. This has inflated the pay ratio for 2017. Since 2012, when our 2012 Long Term Incentive Plan was introduced, the pay ratio of the CEO to average pay has been in the range 49:1 to 1,320:1. The fact that returns from the 2012 Long Term Incentive Plan vest in two tranches in 2017 and 2018 means that in 2017 the pay ratio rose from 62:1 in 2016 to 1,320:1 in 2017.

**Women in the 2012 Long Term Incentive Plan (2012 LTIP)**

There are 18 female participants out of 133 in the 2012 LTIP.

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*Tracy Davison*

*Company Secretary*

*13 June 2018*