

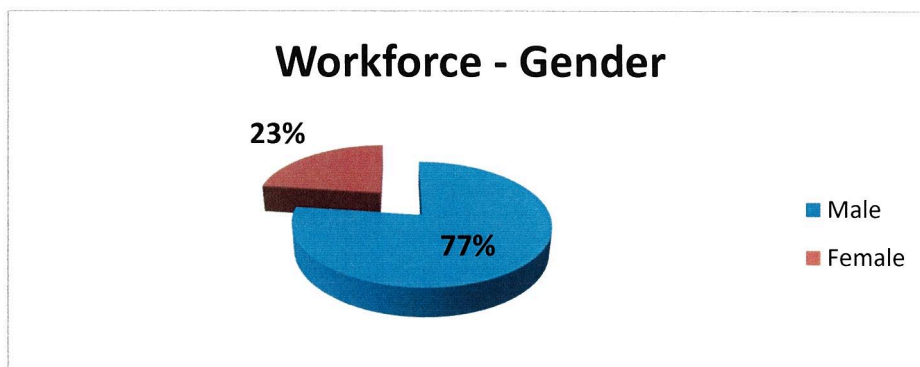
Gender Pay Gap Report – Lloyd Motors Ltd

It is a legal requirement under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for employers with 250 or more employees to carry out and publish Gender Pay Reporting.

The report itself involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data. The snapshot date for this report is 5th April 2022.

The automotive industry is traditionally male-dominated, however, we have seen an increase in female employees joining our organisation in the past few years.

On 5th April 2022 (snapshot date) there are 1071 employees, 77% of which are male and 23% are female. Headcount has increased 14% on the previous year, mainly due to the acquisition of an additional retailer within our business.

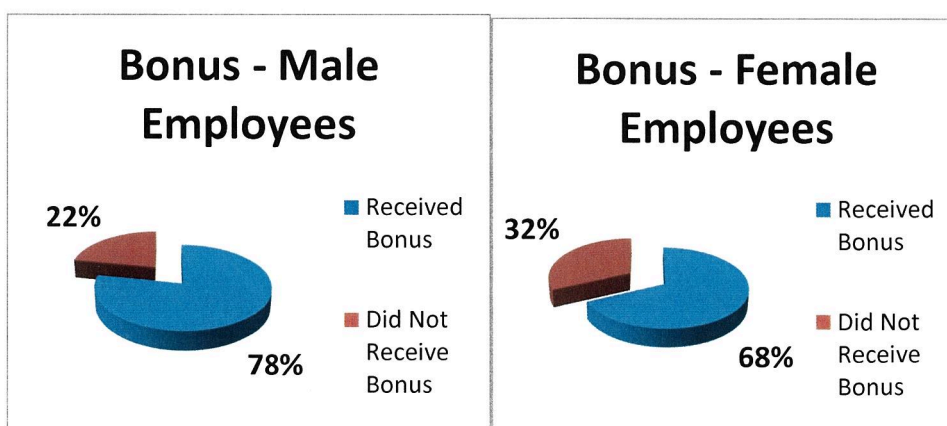


1. Difference in hourly rate of pay (mean) is **8.7%**
2. Difference in hourly rate of pay (median) is **3.6%**
3. Difference in bonus pay (mean) is **63.7%**
4. Difference in bonus pay (median) is **56.7%**

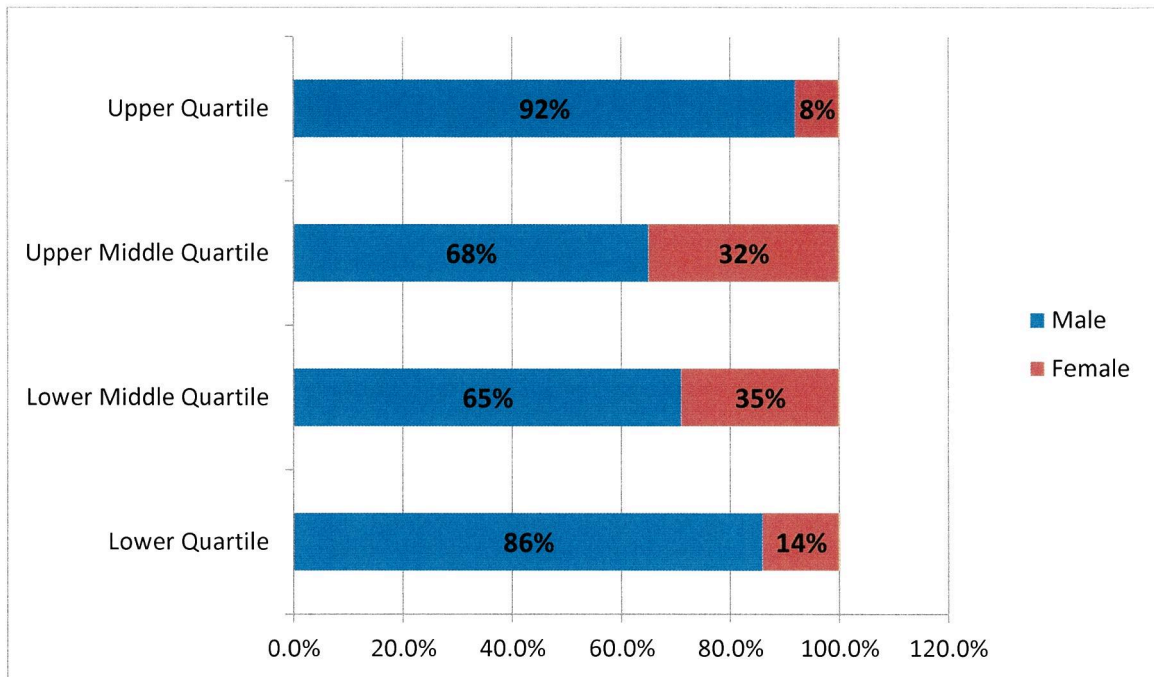
Mean = the difference between the average of men's and women's pay

Median = the difference between the midpoints in the ranges of men's and women's pay

5. Percentage of employees who received bonus



6. Pay Quartiles – the chart below illustrates the gender distribution in four equal parts



Our data shows that there is a higher percentage of male employees being paid bonus compared to female employees. This is due to the fact that we have more male employees at senior level or are in roles that attract a performance related bonus scheme.

Compared to 2022 submission for snapshot date 5th April 2021, the overall headcount has increased by approximately 14%, and there are 1% more female employees than compared to the previous year (now 23%).

There has been a significant improvement in the gender pay gap within the Company with reference to our hourly rates of pay, as the Mean Hourly Rate gap between male and female has now reduced by a further 0.5% on the previous year to 8.7%, and the Median Hourly Rate gap between male and female has decreased by 2.8% to just 3.6%.

There has been a small reduction in the difference of the Mean Bonus Pay, of 0.1%. In addition to this there has been a 10.6% increase in the difference between Median Bonus Pay.

It should also be noted that there has been a 5% improvement in the proportion of female employees within the Upper Middle Quartile.

This report must not be confused with equal pay. However, having analysed the data, we are satisfied that the Company operates equal pay for work of equal value.

Signature: _____

Bryan Lloyd, Chief Executive

Lloyd Motors Ltd

Date: 20th March 2023