

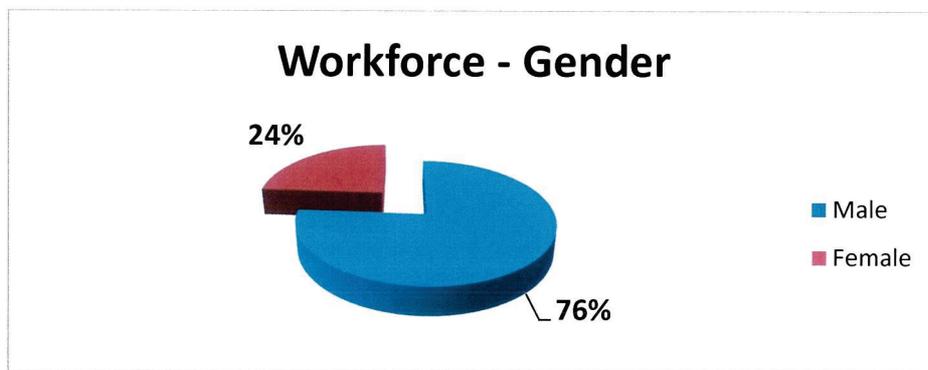
### Gender Pay Gap Report – Lloyd Motors Ltd

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 5<sup>th</sup> April 2025.

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 5<sup>th</sup> April 2025 (snapshot date) there are 1393 employees, 76% of which are male and 24% are female. Headcount has increased 11% on the previous year due to business growth.

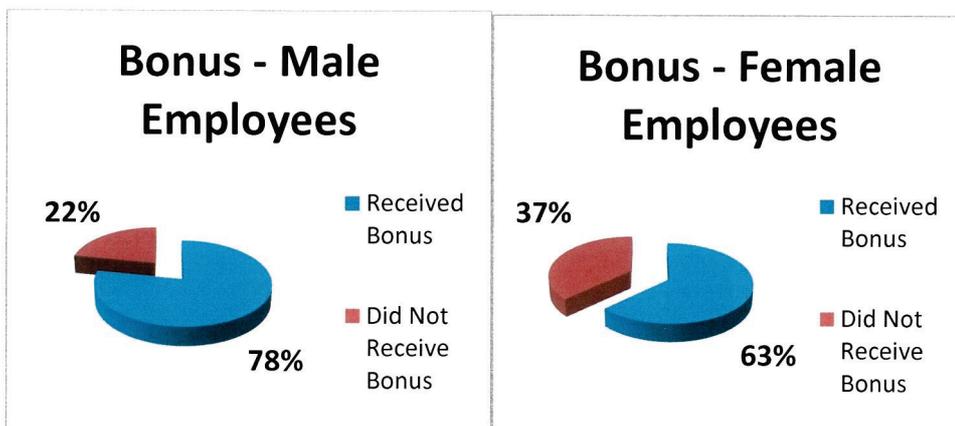


1. Difference in hourly rate of pay (mean) is **8.2%**
2. Difference in hourly rate of pay (median) is **4.7%**
3. Difference in bonus pay (mean) is **54.4%**
4. Difference in bonus pay (median) is **46.3%**

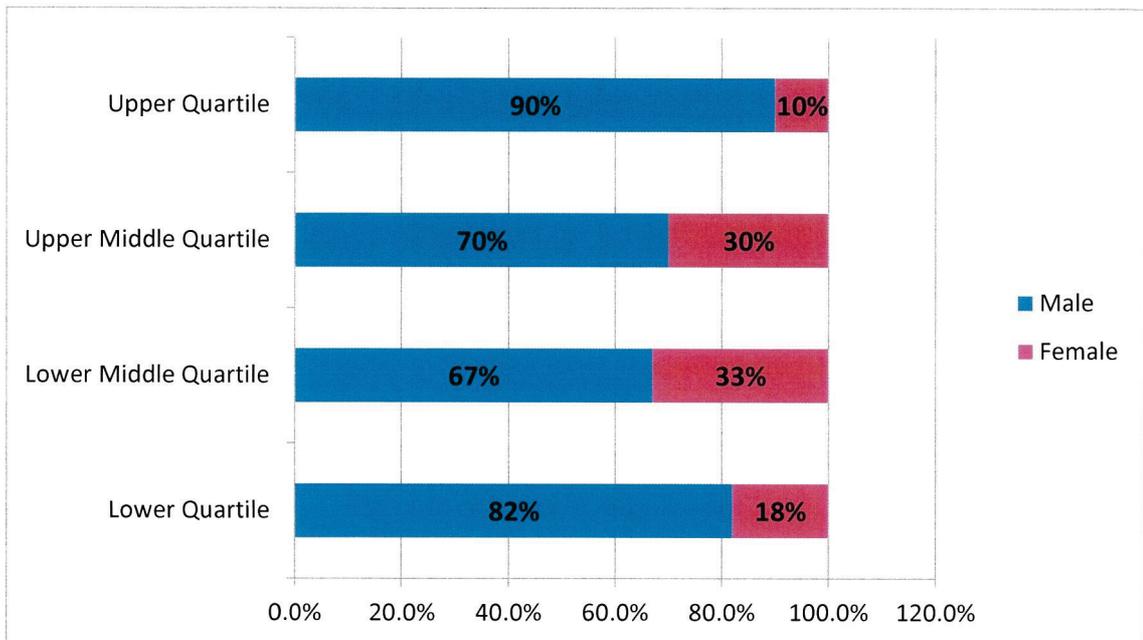
*Mean = the difference between the average of men's and women's pay*

*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:



Compared to 2025 submission for snapshot date 5<sup>th</sup> April 2024, the overall headcount has increased by approximately 11% due to business growth. There are 1% more female employees compared to the previous year (now 24%).

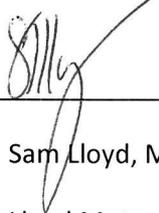
There has been a 0.5% reduction in the gender pay gap within the Company with reference to the Mean Hourly Rate between male and female, which has reduced to 8.2%. However, the Median difference in Basic Hourly Rate has now increased by 2.6% when compared to the previous year.

There continues to be a promising trend of reduction in the difference between Mean Bonus paid to male and female employees, excluding the figures for tax year 2022 / 2023 (where a Cost-of-Living bonus was paid to a significant number of employees and falsely inflated the percentages):

Tax Year	% Difference in Mean Bonus Pay
2021 / 2022	63.7%
2023 / 2024	56.3%
2024 / 2025	54.4%

It should also be noted that there has been a 1% increase in the proportion of female employees within the Upper Quartile and a 1% reduction of female employees in the Lower Quartile for Basic Hourly Rate.

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:  \_\_\_\_\_  
 Sam Lloyd, Managing Director  
 Lloyd Motors Ltd

Date: 9<sup>th</sup> March 2026