

GENDER PAY AND BONUS REPORTING

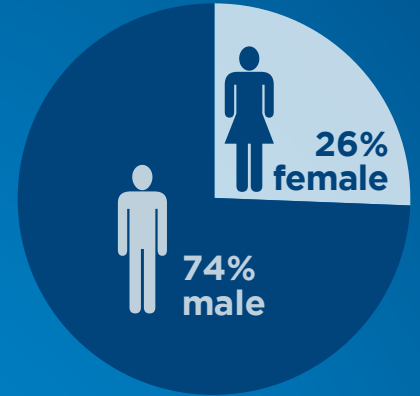
Statistics for staff employed at 5th April 2026

The gender pay gap explained

The Gender Pay Gap shows the percentage difference between the average earnings of men and women.

Our workforce

The motor trade remains a traditionally male dominated industry. At Eastern Holdings, we are committed to fair and inclusive recruitment practices that support greater diversity across the business. We aim to recruit and develop people based on their skills, performance and potential, while continuing to build a more balanced workforce over time.



Mean gender pay gap 29.4%

The difference between the average earnings of full pay* men and women

For every £1.00 a man earns a woman earns 71p

Mean bonus gender pay gap 59.0%

The difference between the average bonus pay of all men and women

For every £1.00 a man earns a woman earns 41p

Proportion of males receiving bonus 73.7%

The proportion of male employees receiving bonus against all male employees

Median gender pay gap 22.0%

The difference between the MIDDLE average earnings full pay* men and women

For every £1.00 a man earns a woman earns 78p

Median bonus gender pay gap 58.4%

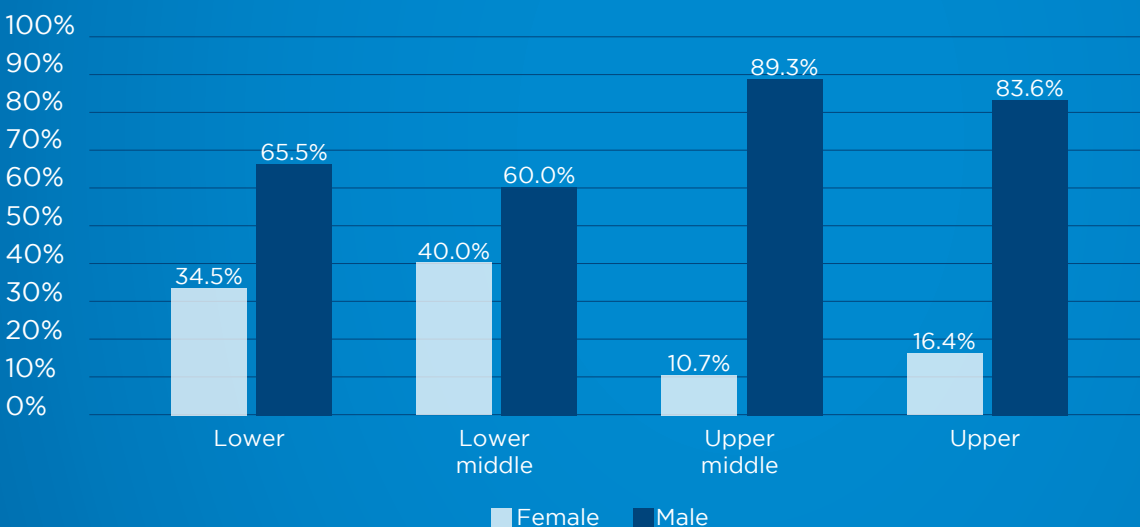
The difference between the average MIDDLE bonus pay of all men and women

For every £1.00 a man earns a woman earns 42p

Proportion of females receiving bonus 65.4%

The proportion of female employees receiving bonus against all female employees

Quartile pay bandings



The lowest earnings to the highest earnings of full pay* males and females have been split into 4 quartile bandings showing lower, lower middle, upper middle and upper.

*Full pay employees are those employees who are being paid FULL basic pay at the snapshot date of 5/4/2026.



Eastern Western
Motor Group