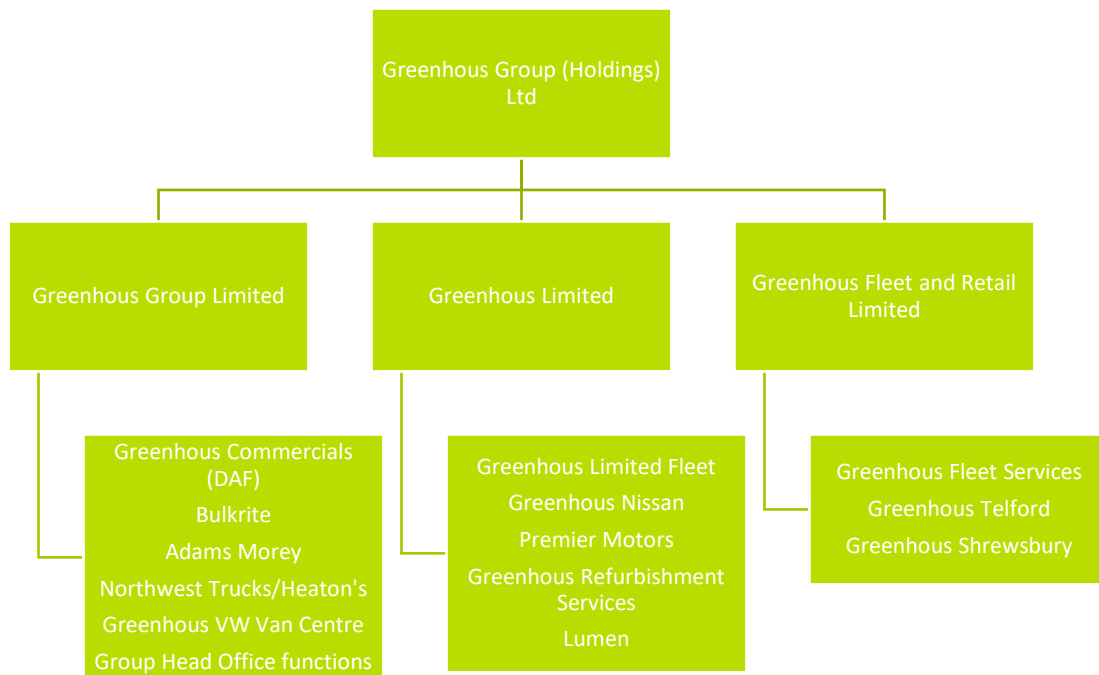


GENDER PAY GAP REPORT 2024

At Greenhous, we continue to believe that we are one of the best companies to work for in the motor industry in Great Britain today.

We value our employees and are committed to providing competitive salaries and benefits, along with a genuine work-life balance. Overall our Indeed.com score as an employer is 4.4 out of 5, with a wellbeing score of 79 out of 100 (February 2025).

Greenhous Group (Holdings) Ltd, Greenhous Group Limited and Greenhous Limited are required to report their gender pay gaps, due to employing more than 250 employees. Greenhous Fleet and Retail Limited does not employ more than 250 employees so are not required by law to report, but have been included in this exercise for transparency. Greenhous Group Limited, Greenhous Limited and Greenhous Fleet and Retail Limited are all subsidiaries of Greenhous Group (Holdings) Ltd.



The gender pay gap is the difference in the average earnings of male and female employees regardless of their role or seniority, and is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. For example, a 4.0% gender pay gap denotes that women earn 4.0% less per hour, on average, than men. Conversely, a negative 4.0% gender pay gap denotes that women earn 4.0% more, on average, than men.

The gender pay gap does not measure, and should not be confused with, equal pay which is the right for men and women to be paid the same when doing the same, or equivalent, work. Greenhous is committed to the principle of equality.

All data included within this report is based on a snapshot date of 5 April 2024. The calculations are intended to assist Greenhous in complying with the Gender Pay Gap Regulations 2017.

The gender pay gap reporting rules require that employees and workers who do not receive their normal pay for the reporting month be excluded from the calculations. Exclusions were made due to maternity leave, not receiving any pay due to not working that month (e.g. casual workers who did not work); unpaid absence and receiving SSP only payments due to sickness absence.

The mean gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited	Greenhous Fleet and Retail Limited
14.6%	17.9%	10.9%	8.8%
(15.7% 2023)	(21.1% 2023)	(10.1% 2023)	(-2.9% 2023)
(15.0% 2022)	(20.3% 2022)	(15.2% 2022)	(-15.0% 2022)

Overall, there has been an improvement of 1.1%.

The median gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited	Greenhous Fleet and Retail Limited
10.8%	21.8%	-3.0%	-4.9%
(11.3% 2023)	(16.6% 2023)	(-15.9% 2023)	(2.8% 2023)
(13.0% 2022)	(28.4% 2022)	(-22.1% 2022)	(-15.1% 2022)

Overall, there has been a small improvement of 0.5%.

The negative figures for Greenhous Limited and Greenhous Fleet and Retail Limited show that the median gender pay gap for these parts of the business are 3.0% and 4.9% in favour of females respectively.

The mean bonus gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited	Greenhous Fleet and Retail Limited
62.7%	80.6%	48.7%	-14.5%
(63.4% 2023)	(77.7% 2023)	(42.0% 2023)	(28.4% 2023)
(53.1% 2022)	(60.9% 2022)	(70.5% 2022)	(-18.3% 2022)

Overall, there has been a small improvement of 0.7%.

The median bonus gender pay gap:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited	Greenhous Fleet and Retail Limited
20.7% (15.5% 2023) (16.6% 2022)	13.6% (7.8% 2023) (23.5% 2022)	37.6% (54.6% 2023) (52.1% 2022)	-16.3% (-61.0% 2023) (-286.6% 2022)

The negative figure for Greenhous Fleet and Retail Limited shows that the median bonus pay gap for this part of the business is 16.3% in favour of females.

The proportion of males and females receiving a bonus payment:

Greenhous Group (Holdings) Ltd	Greenhous Group Limited	Greenhous Limited	Greenhous Fleet and Retail Limited
Males: 39.6% (45.0% 2023) (53.2% 2022)	Males: 38.3% (42.9% 2023) (53.9% 2022)	Males: 35.7% (47.1% 2023) (45.5% 2022)	Males: 56.6% (55.9% 2023) (61.7% 2022)
Females: 38.5% (47.3% 2023) (43.9% 2022)	Females: 32.8% (42.7% 2023) (44.7% 2022)	Females: 53.3% (69.2% 2023) (57.1% 2022)	Females: 42.2% (42.9% 2023) (26.3% 2022)

The bonus gender pay gap is calculated for the period April 2023 to March 2024, and is made up of both bonus payments and commission earned. Due to the nature of our industry, the roles that attract bonus and commission payments continue to be male dominated.

The proportion of males and females in each quartile band:

Greenhous Group (Holdings) Ltd	Bands	Total no. employees in band	Females	Males
	Upper	378	9.5% (9.5% 2023) (10.1% 2022)	90.5% (90.5% 2023) (89.9% 2022)
	Upper Middle	379	17.2% (12.3% 2023) (13.8% 2022)	82.8% (87.7% 2023) (86.2% 2022)
	Lower Middle	379	31.1% (30.8% 2023) (32.7% 2022)	68.9% (69.2% 2023) (67.3% 2022)
	Lower	378	13.5% (15.2% 2023) (15.8% 2022)	86.5% (84.8% 2023) (84.2% 2022)

Greenhous Group Limited	Bands	Total no. employees in band	Females	Males
	Upper	248	8.5% (6.5% 2023) (8.1% 2022)	91.5% (93.5% 2023) (91.9% 2022)
	Upper Middle	248	9.7% (12.0% 2023) (10.5% 2022)	90.3% (88.0% 2023) (89.5% 2022)
	Lower Middle	248	31.0% (25.5% 2023) (25.7% 2022)	69.0% (74.5% 2023) (74.3% 2022)
	Lower	248	19.0% (21.3% 2023) (26.7% 2022)	81.0% (78.7% 2023) (73.3% 2022)

Greenhous Limited	Bands	Total no. employees in band	Females	Males
	Upper	87	13.8% (12.9% 2023) (13.7% 2022)	86.2% (87.1% 2023) (86.3% 2022)
	Upper Middle	87	21.8% (27.0% 2023) (29.4% 2022)	78.2% (73.0% 2023) (70.6% 2022)
	Lower Middle	87	11.5% (17.7% 2023) (17.3% 2022)	88.5% (82.3% 2023) (82.7% 2022)
	Lower	87	18.4% (3.2% 2023) (2% 2022)	81.6% (96.8% 2023) (98% 2022)

Greenhous Fleet and Retail Limited	Bands	Total no. employees in band	Females	Males
	Upper	43	20.9% (25.0% 2023) (25.7% 2022)	79.1% (75.0% 2023) (74.3% 2022)
	Upper Middle	44	29.5% (18.9% 2023) (33.3% 2022)	70.5% (81.1% 2023) (66.7% 2022)
	Lower Middle	44	34.1% (37.8% 2023) (19.4% 2022)	65.9% (62.2% 2023) (80.6% 2022)
	Lower	43	16.3% (13.5% 2023) (16.7% 2022)	83.7% (86.5% 2023) (83.3% 2022)

Observations

- Overall, as is typical of the motor industry, there continues to be a large gender imbalance. There has been a drop in the number of female employees. As at April 2023, ignoring exclusions, the overall female workforce stood at 17.8% (up from 16.8% in 2023; but lower compared to 18.5% in 2022).
- We continue with our endeavours to attract females to the industry. As has been observed in previous years, this is a long-term project. We continue to strive to attract females to apprenticeships, especially in the higher paid technical areas, but interest remains low.
- As is typical for this industry, the majority of senior roles are currently held by males. The higher paid roles (e.g. HGV Technicians, Motor Vehicle Technicians, Sales roles attracting unlimited commission earnings, Directors) are male dominated and will remain that way for some time. The reason for this is the lack of females in these roles across the industry in general.

Closing the gap

We will continue to make every effort to continue to reduce our gender pay gap.

Greenhous is an equal opportunities employer, committed to gender diversity and pay parity. We are committed to increasing the number of females in our workforce and continue to seek to increase the number of females at all levels within the company, with a workplace culture and environment that will attract and retain females to Greenhous.

To this end, we are also committed to improving our gender pay gap figures through a number of initiatives, which continue from previous years:

- **Recruitment and Retention:** the motor trade remains a traditionally male dominated industry and there are not a lot of qualified females, especially in technical roles, to recruit into the company. Our aim therefore is to continue to recruit females at an apprenticeship level, especially for technical roles, so that they can be trained to become qualified. In the short to medium term we expect that, realistically, this will widen our gender pay gap as female apprentices will be paid much less than male employees who are qualified and experienced, but in the long term this imbalance will adjust and the gender pay gap will be reduced in the long term.

In order to reach as wide an audience as possible we advertise our vacancies across a wide range of platforms including our web site, indeed.com, social media, job centres and recruitment agencies. We also advertise all vacancies internally, to promote skills and career development within.

At Adams Morey, Recruitment Best Practice & Interview Skill training was rolled out early 2023, along with Manager talks about conscious and unconscious bias, and the gender pay gap.

- **Flexible Working:** Greenhous offers all employees the right to request to work flexibly.
- **Relationships with schools and colleges:** we continue to work with schools and colleges, attending careers days and similar, in an effort to diversify our workforce in the future. We have had a little success recruiting newly qualified females into technical roles as a result of our work in this area. It is our opinion that schools and colleges have a role to play, highlighting the motor industry as a viable career choice to female students.

Greenhous continues to hold a realistic view that, in themselves, none of the above initiatives will remove the gender pay gap and that schools and the government also have a responsibility to promote traditionally male dominated industries to female students as a viable career option. Even with this, it will take time for new females entering the industry to work up the career ladder and earn higher salaries as a result.

Nevertheless, we are committed to make improvements and will continue to report on the work we are doing to close the gap, on an annual basis.

I, Mike Pawson, Financial Director, confirm that the information in this statement is accurate.

Mike Pawson

3 February 2025