

THE GENDER PAYGAP

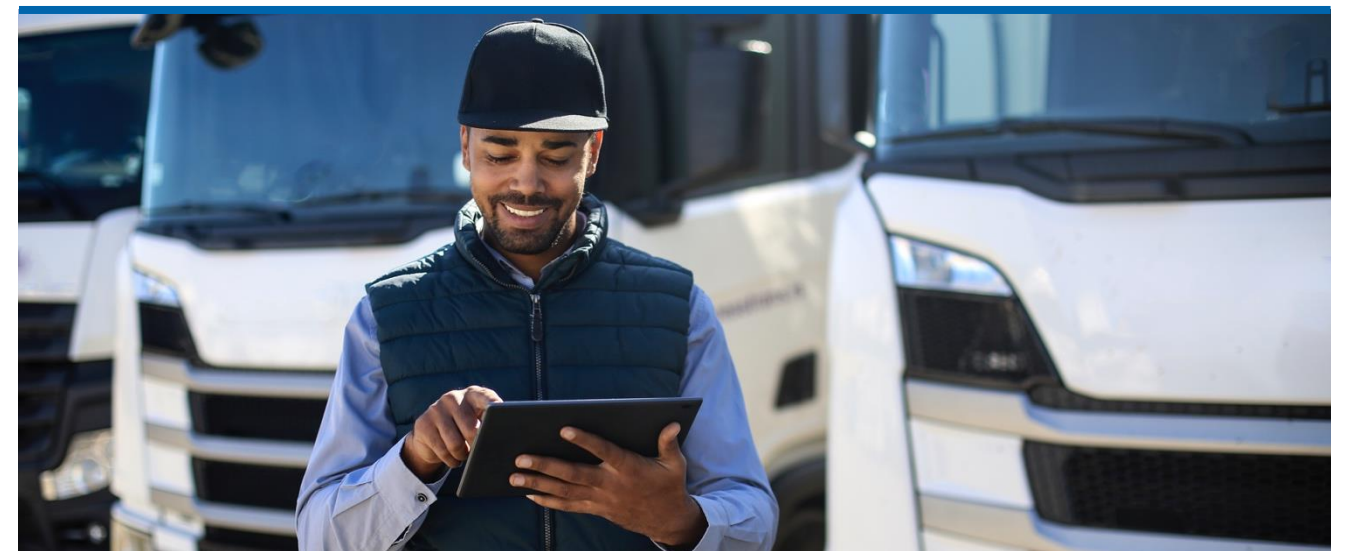
2025



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SUCCESS THROUGH PEOPLE



The Micheldever Group is one of the UK's largest wholesalers of tyres and provider of Autocare services in the UK, selling more than six million tyres nationwide annually – more than 20% of the total UK market. The company started more than 50 years ago as a part-time venture, offering car servicing and tyres to its local neighbourhood.

Central to our success are our people, delivering outstanding service to customers every single day.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Micheldever Group Limited's trading subsidiary, Micheldever Tyre Services Limited, is required to carry out Gender Pay Reporting. Micheldever Tyre Services Ltd operates as a Wholesaler and Retailer of tyres and automotive products and services.

Understanding the report

This report is based on the snapshot date of 5th April 2025 and is the date on which the gender pay gap calculations are based. The gender pay gap is the difference in average earnings between men and women, measuring disparities in hourly pay, bonuses, and the proportion of men and women in various pay quartiles within an organisation.

Executive Summary

Our 2025 Gender Pay Gap results show continued positive trends in hourly pay. Both the mean and median hourly pay gaps again favour women, consistent with our 2024 results. While these gaps have narrowed compared with last year, they continue to demonstrate strong levels of pay equity and a balanced distribution of hourly pay across the organisation.

Bonus outcomes display a more significant shift year on year. In 2024, the mean bonus pay gap favoured men by 16.76%, while the median gap favoured women. This year, both the mean and median bonus gaps favour women, despite a higher proportion of men receiving a bonus. This indicates that where women are eligible for and receive a bonus, the amounts awarded tend to be higher. We will continue reviewing bonus structures and eligibility across our business units to ensure that incentives remain transparent, fair and consistently applied.

Representation across our pay quartiles continues to show women present at all levels, with encouraging increases in the upper and upper middle quartiles compared with previous reporting periods. Although some differences remain, this upward movement reflects ongoing progress in career development, access to senior roles, and the effectiveness of our talent and development initiatives. Continued monitoring and action will help ensure this positive trajectory is sustained.

Overall, our 2025 results reflect a combination of stability and progress. Hourly pay gaps remain favourable to women, bonus gaps have shifted in a positive direction, and representation in higher paid roles continues to improve.

We remain committed to strengthening fairness, transparency and inclusion across all elements of reward.

FOR EVERY £1 A
MALE EARNS
WITHIN MTS A
WOMAN WILL EARN
£1.10 MORE
AVERAGE PAY

Hourly Pay Gap Results

-9.97%

Mean gender pay gap

Calculated by adding up all of the hourly rates of pay and dividing this by the total number of relevant employees. The mean pay for men is 9.97% lower than for women. This means that for every £1 a man earns a woman will earn £1.10.

-4.78%

Median gender pay gap

Refers to the middle value and is calculated by organising all of the hourly rates of pay in order and then selecting the middle number. The median pay for men is 4.78% lower than for women. This means that for every £1 a man earns, a woman will earn £1.05.



Bonus Pay Gap Results

-22.59%

Mean bonus pay gap

The mean bonus for men is 22.59% lower than for women. This means that for every £1 bonus a man receives, a woman will receive £1.23.

-35.22%

Median bonus pay gap

The mean bonus for men is 35.22% lower than for women. This means that for every £1 bonus a man receives, a woman will receive £1.35.

61.56%

Of males received a bonus

Refers to the middle value and is calculated by organising all of the hourly rates of pay in order and then selecting the middle number.

56.77%

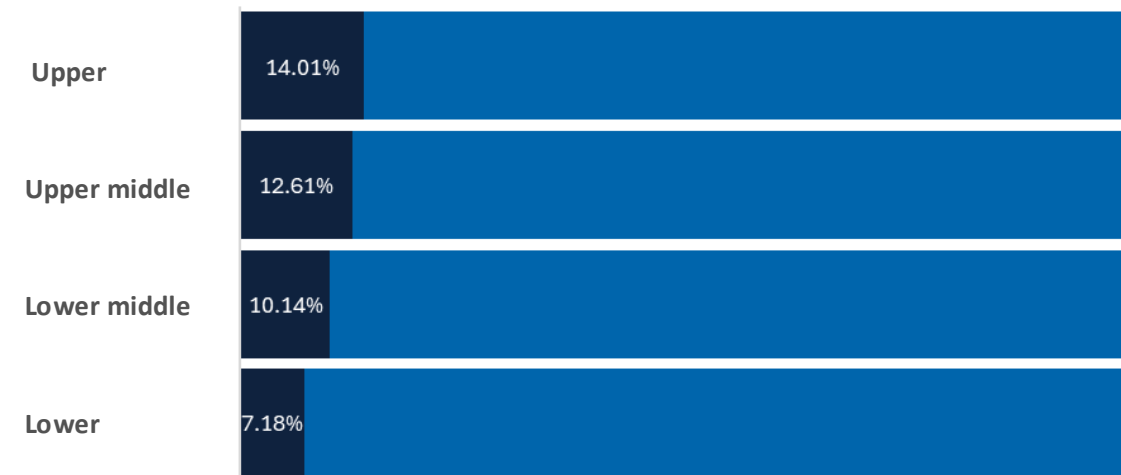
Of females received a bonus

Refers to the middle value and is calculated by organising all of the hourly rates of pay in order and then selecting the middle number.

Quartile analysis

Full-pay relevant population, split by quartile

Individual hourly pay rates are ranked from lowest to highest and split into four equal parts - the lower lower middle upper middle and upper pay quartiles. This shows how many male and females are within each of the quartile bands.



THE UK AVERAGE GENDER PAY GAP STANDS AT 6.9% IN APRIL 2025 (SOURCE: ONS)



Summary

Closing the Gap

In the 2025 gender pay gap analysis highlights areas of positive progress in hourly pay and representation alongside the need for continued focus on bonus structures and consistency across our business areas. To build on this year's findings and ensure that our reward practices remain fair transparent and aligned with organisational goals we will focus on the following priority actions over the coming year:

Key actions for the next year:

- **Monitor Bonus Pay:** Review bonus calculations and payments to ensure gender fairness and equity focusing on understanding and addressing the factors contributing to the mean bonus pay gap. Review and update of the company bonus policy and various bonus schemes in operation.
- **Pay Analysis:** We will continue to monitor hourly pay distributions to ensure the narrowing gaps observed this year are driven by fair and consistent pay progression while also reviewing starting salary and progression processes. Alongside this we will benchmark our pay and reward practices against comparable organisations to ensure they remain both competitive and equitable.
- **Recruitment:** Continue to review and refine recruitment practices to attract and hire more women into leadership roles.
- **Talent and Development:** Continue to invest in leadership development programs that support career progression and performance. Continue to promote a culture of inclusion and belonging by providing regular training on diversity inclusion and unconscious bias to all employees.

We remain committed to creating a workplace where everyone is supported developed and rewarded fairly. By building on the progress seen in hourly pay and representation while addressing the structural opportunities identified in our bonus schemes and progression pathways we aim to continue closing gender related gaps and creating a more inclusive and equitable organisation for all colleagues.

Hourly Pay

- Both the mean and median hourly pay gaps continue to favour women consistent with the previous reporting year.
- Compared with 2024 (mean: -14.39%, median: -9.76%) the 2025 gaps have narrowed but remain favourable to women indicating overall pay equity is being maintained within a changing workforce profile.
- We will continue to analyse the distribution of hourly pay to ensure that these patterns remain fair transparent and aligned to role expectations.

Bonus Pay

- While a higher percentage of men received a bonus both the mean and median bonus pay gaps now favour women. This marks a shift from 2024 when the mean bonus gap favoured men by 16.76%.
- These results suggest that where women are eligible for bonus schemes the values awarded tend to be higher.
- Further analysis will be conducted to understand bonus eligibility differences and to ensure that bonus schemes remain equitable consistent and clearly linked to performance.

Pay Quartiles

- Women are represented across all quartiles with year on year increases in the upper and upper middle quartiles building on the progress seen in 2024.
- Although some gaps remain within certain pay bands the upward movement of women into higher paid roles reflects improved access to progression opportunities and strengthened development pathways.

SEVERAL FACTORS THAT COULD HAVE INFLUENCED THE REDUCTION

THE GENDER PAYGAP

I can confirm that the data outlined in this report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Graham Mitchell
Chief Executive Officer
Micheldever Group Ltd

