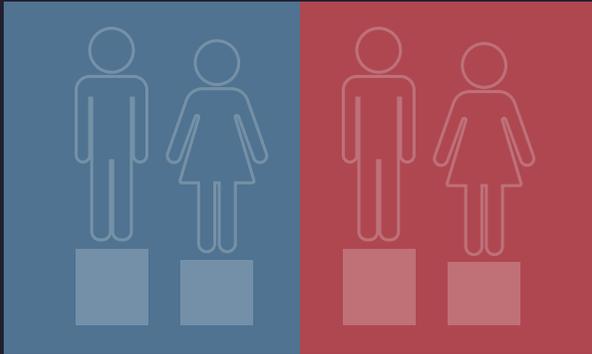


## Overall Mean & Median Gender Pay Gap based on hourly rates of pay

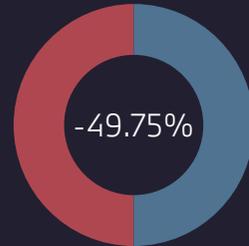


**-14.44% Difference between men and women (Mean)**

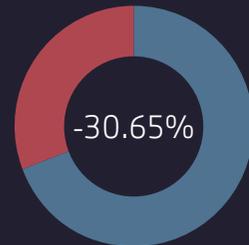
**-17.34% Difference between men and women (Median)**

A negative percentage shows that women have a lower rate of pay than men.

## Bonus difference between men and women



Median Bonus Gap



Mean Bonus Gap

## Proportion of men and women working at Hedin Automotive

Total number of employees: 380 Snapshot 04/04/2025

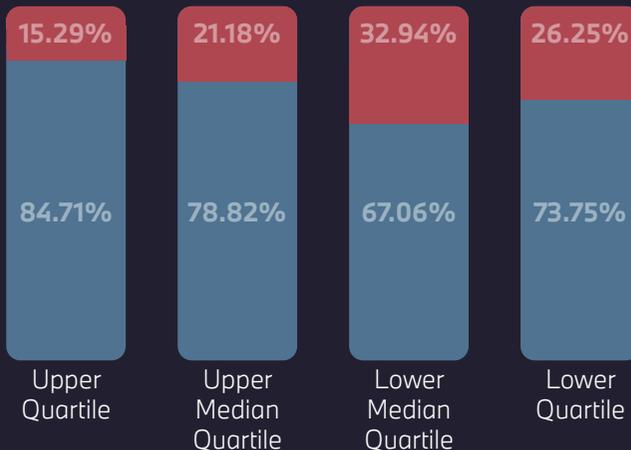


## Proportion of men and women receiving a bonus



## Proportion of men and women in each pay quartile band

Women  
Men



### In summary.

Gender pay gap calculations are made on a specific time period and take no cognisance of position. The figures reflect the average difference in pay between males and females (expressed as a percentage). This is our third year of gender pay gap reporting and we are encouraged to see that we have a continued year on year reduction in our gender pay gap. The percentage of women receiving a bonus has also increased substantially from 57.27% to 73.26% this year.

In 2025, we introduced enhanced maternity provisions which we believe will help us attract and retain more women into our sector where they are under represented. As a business, we offer a lot of part time and flexible roles and our demographic data shows that women are more likely to work in these types of roles which impacts our gender pay gap percentage.

Gender pay gap reporting is different to equal pay and we remain confident that we reward men and women equally for the same or comparable roles. Bonus opportunities are aligned to role type irrespective of gender.

As a business, we continue to promote automotive careers to local educational establishments in an effort to attract more women into our sector.

Peter Williams, CFO – Hedin UK