

## Vertu Motors PLC Gender Pay Report 2025

The Company's remuneration strategy is designed specifically to provide all colleagues undertaking the same job with an equal opportunity to earn in line with their contribution to the Company's performance and/or their own personal performance irrespective of gender.

Each year the Company reviews its remuneration strategy, and the underlying pay data, to ensure that this remains the case. Accordingly, the Company is confident that it is able to deliver an equal pay working environment to colleagues.

The automotive sector demographics are such that there is a heavier weighting of male colleagues occupying retail sales and line management positions. Additionally, a high proportion of the sectors and the Company's technical and mechanical vehicle technician roles are also occupied by males. This higher distribution of males into what are, on average, higher paid roles drive the sectors and the Company's Gender Pay disparity.

Over recent years the Company has made progress in relation to achieving a more gender balanced workforce with a higher proportion of sales, technician and management roles being occupied by women. Internally developed talent programmes are also successfully progressing more women into management roles. Accordingly, progress is being made to close this gap over time.

### Hourly Rate

Stat Entity	Gender Pay Gap (%)	
	Mean	Median
Vertu Fourth Investments Limited	12.16	11.11
Vertu First Investments Limited	20.96	15.28
Grantham Motor Company Limited	19.32	17.70
Vertu Motors (Continental) Limited	20.64	17.17
Vertu Motors plc	44.63	31.58
Vertu Motors (VMC) Limited	22.57	15.59
Vertu Motors (TMC) Limited	9.24	13.17
Albert Farnell Limited	15.98	17.63
Vertu Accident Repair Limited	29.97	31.21
South Hereford Garages Trade Parts LLP*	12.66	-1.31
Vertu Motors (Chingford) Limited*	25.11	18.12
Vans Direct Limited*	36.76	36.37
All Car Parts Limited*	37.99	3.99
Helston Garages Limited *	18.90	8.39
<b>Grand Total</b>	<b>19.17</b>	<b>17.07</b>

*\*Under 250 heads, therefore, not reportable under the Gender Pay Gap regulations but added into the PLC Grand Total*

## Pay Quartiles

Pay Quartile	Proportion of Men	Proportion of Women
Albert Farnell Ltd Upper	87.82%	12.18%
Albert Farnell Ltd Upper Middle	79.35%	20.65%
Albert Farnell Ltd Lower Middle	65.71%	34.29%
Albert Farnell Ltd Lower	60.93%	39.07%
Vertu First Investments Upper	89.66%	10.34%
Vertu First Investments Upper Middle	90.55%	9.45%
Vertu First Investments Lower Middle	66.01%	33.99%
Vertu First Investments Lower	75.97%	24.03%
Vertu Fourth Investments Upper	84.85%	15.15%
Vertu Fourth Investments Upper Middle	85.06%	14.94%
Vertu Fourth Investments Lower Middle	69.19%	30.81%
Vertu Fourth Investments Lower	69.04%	30.96%
Grantham Motor Company Upper	82.46%	17.54%
Grantham Motor Company Upper Middle	81.28%	18.72%
Grantham Motor Company Lower Middle	59.09%	40.91%
Grantham Motor Company Lower	69.88%	30.12%
Vertu Motors VMC Upper	89.69%	10.31%
Vertu Motors VMC Upper Middle	86.46%	13.54%
Vertu Motors VMC Lower Middle	62.83%	37.17%
Vertu Motors VMC Lower	58.14%	41.86%
Vertu Motors PLC Upper	76.92%	23.08%
Vertu Motors PLC Upper Middle	52.22%	47.78%
Vertu Motors PLC Lower Middle	45.50%	54.50%
Vertu Motors PLC Lower	26.29%	73.71%
Vertu Motors (Continental) Limited Upper	84.97%	15.03%
Vertu Motors (Continental) Limited Upper Middle	86.43%	13.57%
Vertu Motors (Continental) Limited Lower Middle	64.18%	35.82%
Vertu Motors (Continental) Limited Lower	68.53%	31.47%
Vertu Accident Repair Limited Upper	98.91%	1.09%
Vertu Accident Repair Limited Upper Middle	100.00%	0.00%
Vertu Accident Repair Limited Lower Middle	92.31%	7.69%
Vertu Accident Repair Limited Lower	72.09%	27.91%
Vertu Motors (TMC) Limited Upper	92.23%	7.77%
Vertu Motors (TMC) Limited Upper Middle	91.59%	8.41%
Vertu Motors (TMC) Limited Lower Middle	78.65%	21.35%
Vertu Motors (TMC) Limited Lower	88.35%	11.65%

Vertu Motors (Overall) Upper	85.92%	14.08%
Vertu Motors (Overall) Upper Middle	82.31%	17.69%
Vertu Motors (Overall) Lower Middle	67.22%	32.78%
Vertu Motors (Overall) Lower	65.69%	34.31%

#### Bonus Gender Pay Gap

Statutory Entity	Mean Gender Pay Gap	Median Gender Pay Gap
Vertu Fourth Investments Limited	8.65	25.52
Vertu First Investments Limited	11.33	48.62
Vertu Motors plc	36.65	74.72
Vertu Motors (VMC) Limited	18.27	50.40
Grantham Motor Company Limited	13.35	40.73
Albert Farnell Limited	9.30	16.89
Vertu Motors (Continental) Limited	12.45	40.95
Vertu Accident Repair Limited	10.17	93.78
Vertu Motors (TMC) Limited	5.32	6.60
<b>Grand Total</b>	<b>13.68</b>	<b>46.06</b>

#### Bonus Pay Distribution

Statutory Entity	Proportion of Males in Receipt of Bonus	Proportion of Females in Receipt of Bonus
Vertu Fourth Investments Limited	74.25%	62.50%
Vertu First Investments Limited	62.38%	47.09%
Vertu Motors plc	50.40%	40.66%
Vertu Motors (VMC) Limited	73.47%	42.16%
Grantham Motor Company Limited	70.58%	51.69%
Albert Farnell Limited	59.03%	49.68%
Vertu Motors (Continental) Limited	69.67%	43.31%
Vertu Accident Repair Limited	83.75%	47.50%
Vertu Motors (TMC) Limited	65.46%	50.82%
<b>Grand Total</b>	<b>68.88%</b>	<b>50.30%</b>

#### Statutory Entity

I confirm that these published figures are an accurate account of our gender pay gap as at April 2025.

Matthew Barr  
HR Director