

GENDER EQUALITY



Gender Pay Gap Report Prepared for Innovation Group, March 2025

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Message from Norbert Dohmen, Group Managing Director

Gender pay gap within the UK remains a challenging issue and whilst we have seen an overall reduction in our data since first reporting in 2019, the figures still vary year on year.

We continue to examine and identify methods to reduce our gender pay gap, acknowledging the persistent challenges such as lower female representation in leadership, technology, and sales roles where higher salaries and bonuses are more common, combined with low turnover in these areas.

The compilation of the data within this report is an invaluable tool for measuring progress towards the goal of having a balanced workforce. It also allows us to refine the actions we need to improve further.

We acknowledge that achieving a balanced gender distribution across all roles is essential for addressing the pay gap. We are committed to ensuring equal pay regardless of gender, while also focusing on maintaining low attrition rates to preserve our business knowledge and sustain our market success. Addressing this lack of representation is important to us, and we are continuously reviewing and improving strategies to create an inclusive workplace. Our aim is to support all employees in achieving their career goals, whether they wish to advance within the organisation or develop within their current role.



Key summary

- The gender pay gap is driven by an imbalance of men and women across different levels of seniority. We have fewer women in leadership roles and less female representation in Technology, Sales and Field positions. Although we have seen an increase in men in lower and lower middle quartile roles, the representation of women in our upper middle and upper quartile have remained static. Achieving a more equitable distribution remains essential to close the gap.
- Our bonus gap is impacted by variable factors, this year we notably saw an increase in the mean and median bonus gap. Whilst we saw little difference in the percentage of employees receiving bonus, our bonuses are usually to employees in Leadership, Technology and Sales roles. Typically, within our industry these roles tend to be occupied by men and these areas see less attrition within Innovation Group.

Reporting Requirements

Innovation Group has three companies within the UK which are within scope for the regulations and for whom Gender Pay Gap Reports have been provided:

- Innovation Property (UK) Limited
- Motorcare Services Limited
- The Innovation Group Limited (including EMAC)

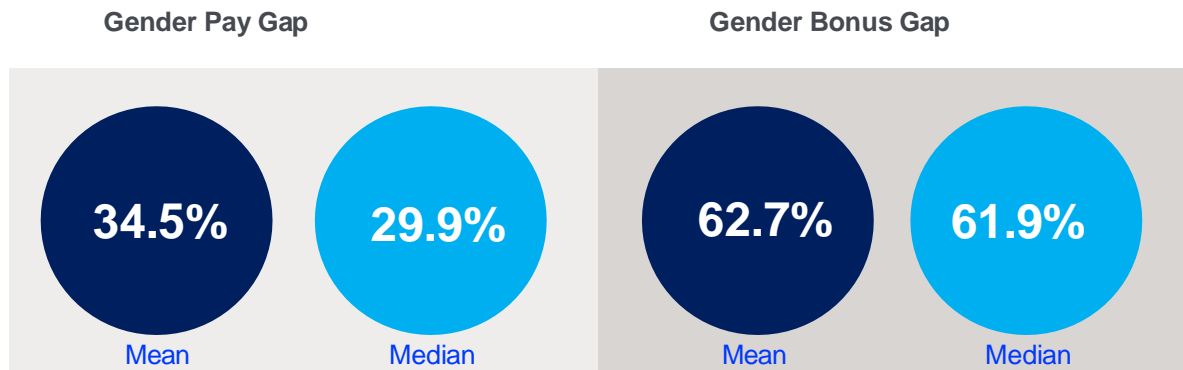
In addition to the legally required disclosures, we have prepared the statistics for all employees in Innovation Group in the UK to provide an overall picture. We have undertaken an analysis of the data to produce the legally required statistics and carried out further analysis to identify root causes.

Data Spilt

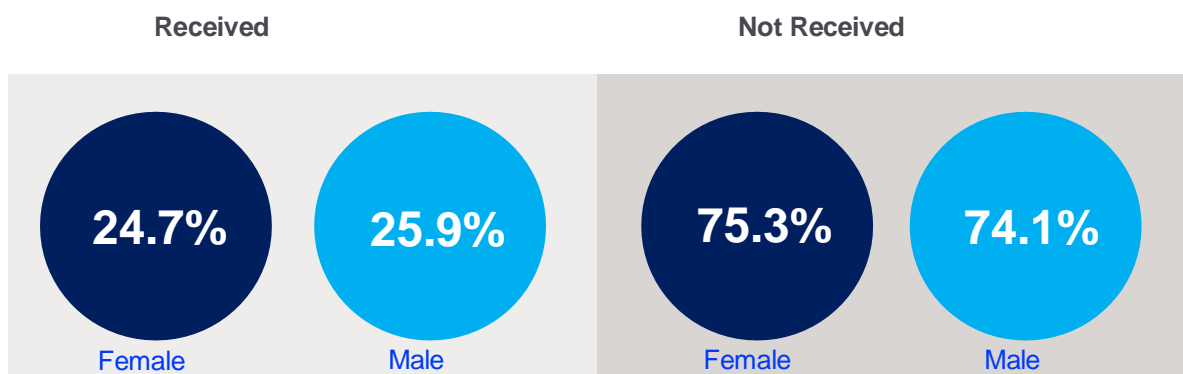
Male: 59%
Female: 41%

Our Statistics

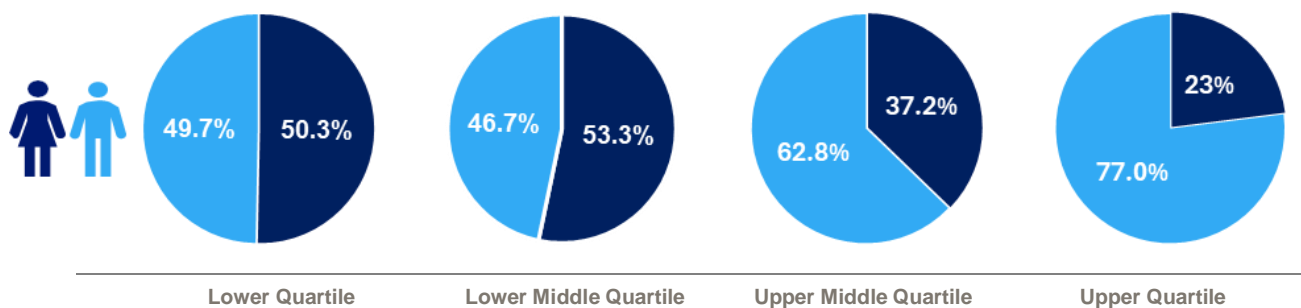
The Gender Pay and Bonus Gap



Percentage of Males and Females Receiving a Bonus



Percentage of Males and Females in each salary quartile (each quartile contains 25% of the number of total employees)



What are we doing?

We continue to work on initiatives to support a move toward a smaller gap. These initiatives have benefitted all employees, and we continue to invest in the initiatives from prior years:

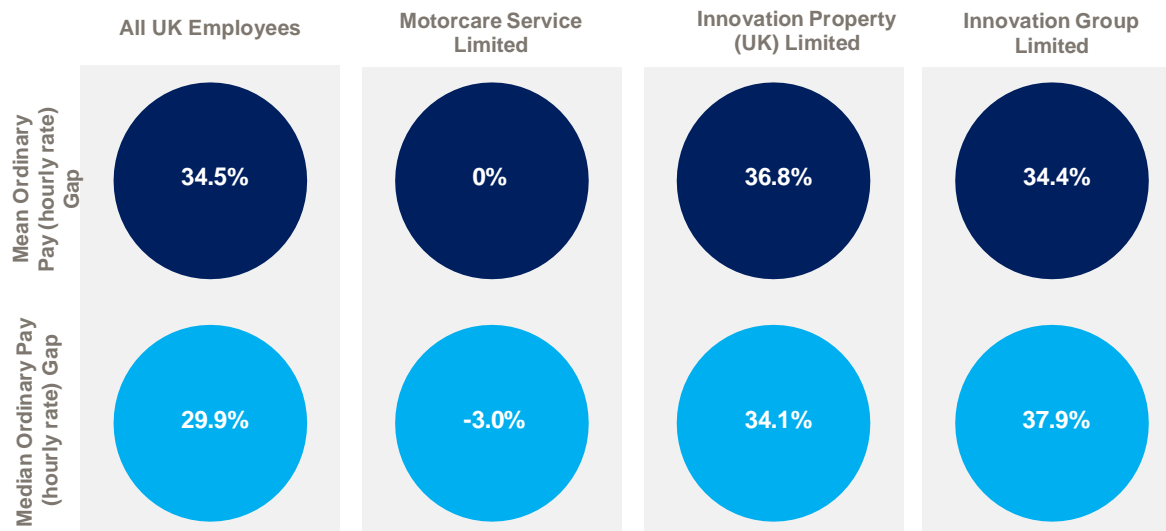
- Learning and Development opportunities
- Coaching and Mentoring initiatives
- Where possible, removal of location specific roles has helped enable movement between roles and promotion
- Flexible and part-time working available to everyone
- Vacancy opportunities are advertised internally to widen the pool of candidates
- We remain members of the Automotive 30% Club
- We continue to work towards a culture of open communication where our employees can raise matters directly with their manager or other avenues such as our Engagement committee.

We continue to work to identify new initiatives internally and explore long-term external opportunities where we can help to inspire and promote young people and women into traditionally male-dominated fields and industries.

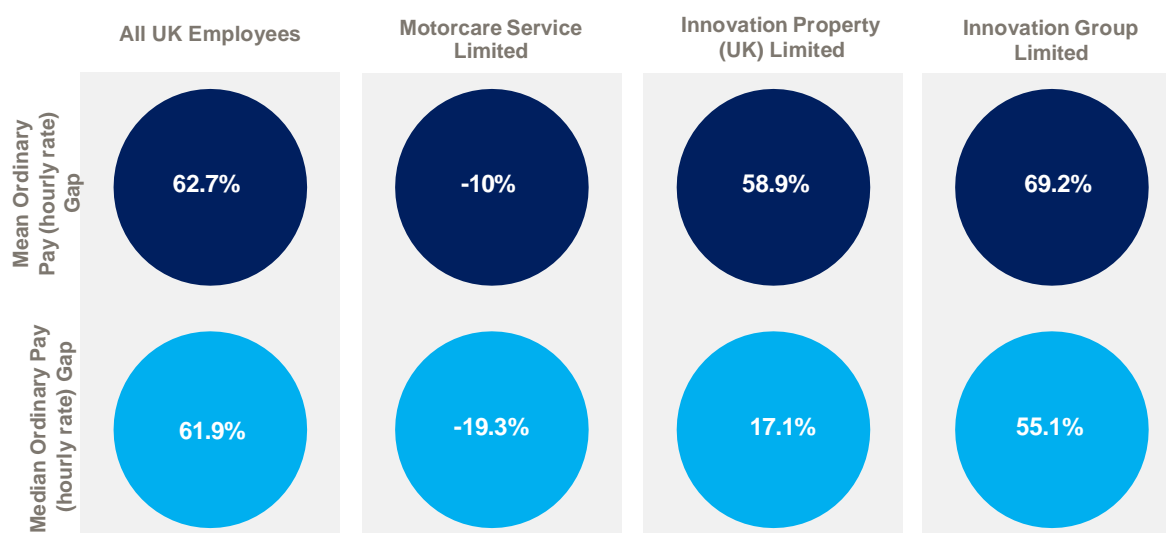
All Data

This shows the full picture of Innovation Group as a whole and the three companies that we are legally required to report on.

Gender Pay Gap

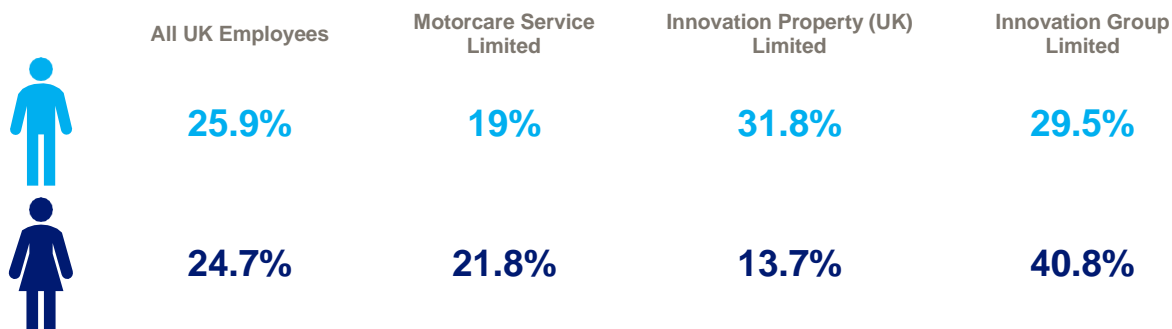


Gender Bonus Pay Gap



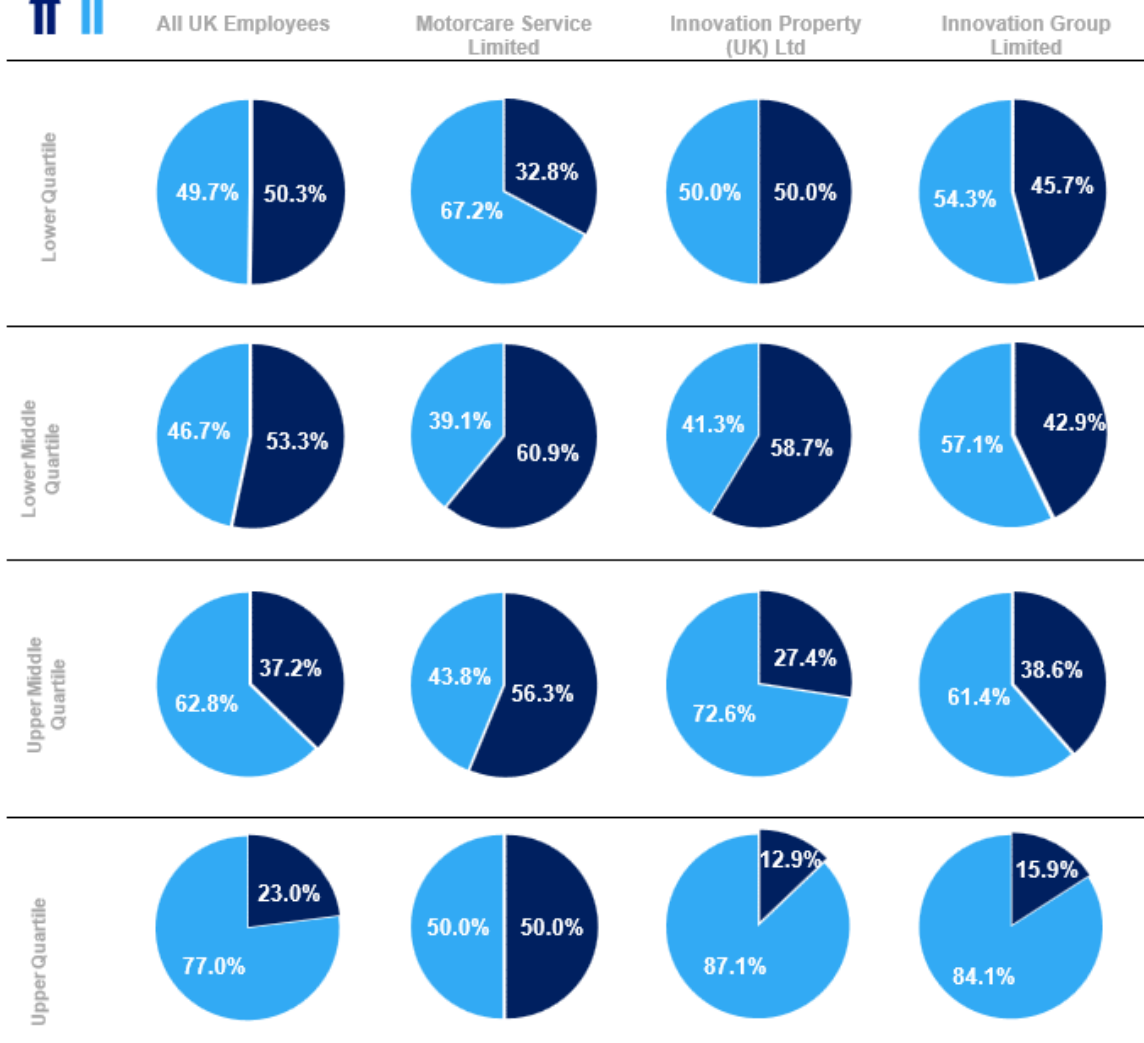
Whilst there is very little difference in the overall percentage of employees receiving bonus, the highest bonuses paid were received by males. Predominantly these bonuses were paid to employees in Leadership, Technology and Sales roles which attract more men than women within the industry and remain areas of lower attrition within Innovation Group.

Percentages of Males and Females receiving bonus



Percentage of Males and Females in each Quartile

At Innovation Group, women occupy 23% of the highest paid jobs and 50.3% of the lowest paid jobs.



More information

For more information, please visit www.innovation.group or email info@innovation.group

Innovation Group Limited
Bembridge House
1300 Parkway Solent Business Park
Whiteley
Fareham
Hampshire
PO15 7AE
United Kingdom

T +44 (0) 1489 898300
E info@uk.innovation-group.com
W Innovation.group