

## Gender Pay Gap Report for 2023/'2024

Motus is a diversified (non-manufacturing) business in the automotive sector with unrivalled scale and scope in South Africa, and a selected international presence, primarily in the United Kingdom and Australia and a limited presence in South East Asia, and Southern and East Africa.

Motus Group (UK) Ltd. manages the automotive retail interests of Motus Holdings Limited in the United Kingdom. These encompass 114 vehicle franchise outlets at 75 locations.

The business additionally operates specialist commercial vehicle body shops and has further interests in parts and service facilities and commercial vehicle equipment supply.

Motus Group (UK) Ltd. encompasses the UK's largest independent commercial vehicle dealer group and, with its passenger vehicle interests included, ranks inside from the Top 15 of all UK automotive dealer groups. The company has annual revenues of over £1 billion and employs almost 3000 people across its operations.

A primary reason for the pay gaps in our report is that there is a significantly higher proportion of male employees, both in general across the businesses, but specifically in 2 main areas where earnings are often higher than in other roles, namely in middle and senior management positions and in skilled technician roles (especially in our heavy commercial vehicle businesses). This situation is echoed by many other businesses in the automotive sector across the UK.

We are committed to addressing the under-representation of females both in the specific roles identified, and in general. To this end we have formed a Diversity Committee from across our divisions and created this Diversity and Inclusion Statement:

*"At Motus, we believe that diversity and inclusion are fundamental to our success. We are committed to fostering a workplace where every individual is valued, respected, and empowered to contribute their unique perspectives and talents. We believe that by embracing the perspectives and talents of every individual, we can drive meaningful change and create a more inclusive automotive industry for generations to come."*

The committee has a number of activities focused around:

1. Improving our gender ratios by identifying and removing any barriers
  - a) through new recruitment approaches
  - b) through new internal succession approaches
2. Continuing to identify and address any gender pay disparities
3. Improving visibility and inclusion

We firmly believe these strategies and commitments will help us close the gap over time and move us (and the wider automotive industry) towards achieving true gender parity.

### Declaration

I confirm the information contained within this report is accurate



Rob Truscott  
Chief Executive Officer  
Motus Group (UK) Ltd.  
March 2024

## Gender Pay Gap Data for 2023/'24 for Motus Group (UK) Ltd.

### Percentage of men and women in each hourly pay quarter

|                                 | Men    | Women  |
|---------------------------------|--------|--------|
| Upper hourly pay quarter        | 89.0 % | 11.0 % |
| Upper middle hourly pay quarter | 87.9 % | 12.1 % |
| Lower middle hourly pay quarter | 73.2 % | 26.8%  |
| Lower hourly pay quarter        | 70.3 % | 29.7 % |

### Mean and median gender pay gap using hourly pay

|  |        |
|--|--------|
| Mean gender pay gap using hourly pay   | 17.4 % |
| Median gender pay gap using hourly pay | 19.7 % |

### Percentage of men and women who received bonus pay

|  | Men    | Women |
|--|--------|-------|
| Percentage of men and women who received bonus pay | 53.2 % | 54.4% |

### Mean and median gender pay gap using bonus pay

|                                       |        |
|---------------------------------------|--------|
| Mean gender pay gap using bonus pay   | 50.6 % |
| Median gender pay gap using bonus pay | 31.8%  |