

Johnson & Perrott



GENDER PAY GAP REPORT

2025

Introduction

At Johnson & Perrott, we are dedicated to building a diverse and inclusive team grounded in the principles of equal opportunity, fairness, and equity for all. We welcome the introduction of Gender Pay Gap Reporting in Ireland as a valuable tool to assess our position as an organisation, enabling us to address our gender pay gap thoughtfully. By doing so, we aim to enhance our ability to attract, retain, and develop a diverse workforce, one that enriches our organisation with a broader spectrum of ideas, knowledge, and talent, better reflecting the communities and customers we serve.

This Gender Pay Gap Report provides a clear analysis of our gender pay gap, in compliance with the Gender Pay Gap Information Act 2021. It allows us to openly share our current status on gender pay equity, track our progress, and identify areas for further improvement. While the gender pay gap reflects differences in average hourly remuneration between men and women, irrespective of roles, seniority, or experience, and does not imply unequal pay for equal work, we are committed to fostering an inclusive workplace and to advancing initiatives that promote balanced opportunities and representation for all employees.

Kind Regards,



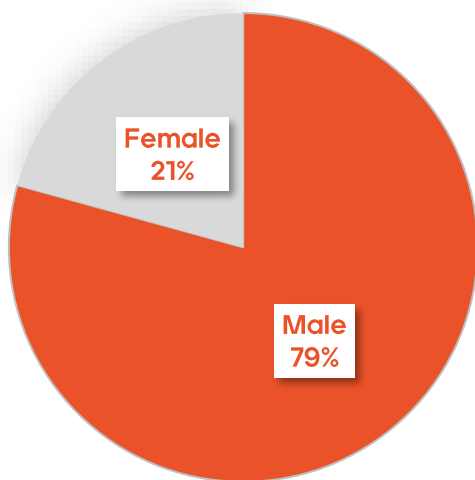
George Mills
CEO

2025 at a Glance

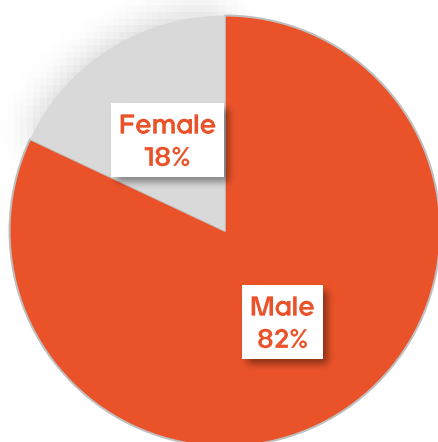
The gender pay gap shows the difference in average hourly earnings, including bonuses, between men and women within an organisation. Since 2024, companies with more than 150 employees must report these figures each year under the Gender Pay Gap Information Act 2021. This marks our second year sharing our results publicly.

Our figures in this report are based on a snapshot taken on 28 June 2025.

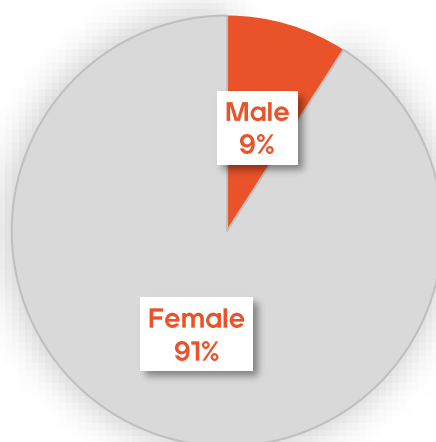
Total Workforce by Gender



Temporary Workforce by Gender



Part Time Workforce by Gender



Our Results

Hourly Remuneration Pay Gap

How is Hourly Remuneration Calculated?

Hourly remuneration is calculated by adding up all the ordinary pay and bonus pay an employee receives during a pay period, then dividing that total by the number of hours worked in the same period.

How is Mean Pay Calculated?

We add together the total pay for all male employees, then divide by the number of male employees. We do the same for all female employees and then compare the average (or mean) hourly pay.

How is Median Pay Calculated?

We rank all male employees in order of their hourly pay. We do the same for all female employees, and then compare the pay of the "middle female" and the "middle male".

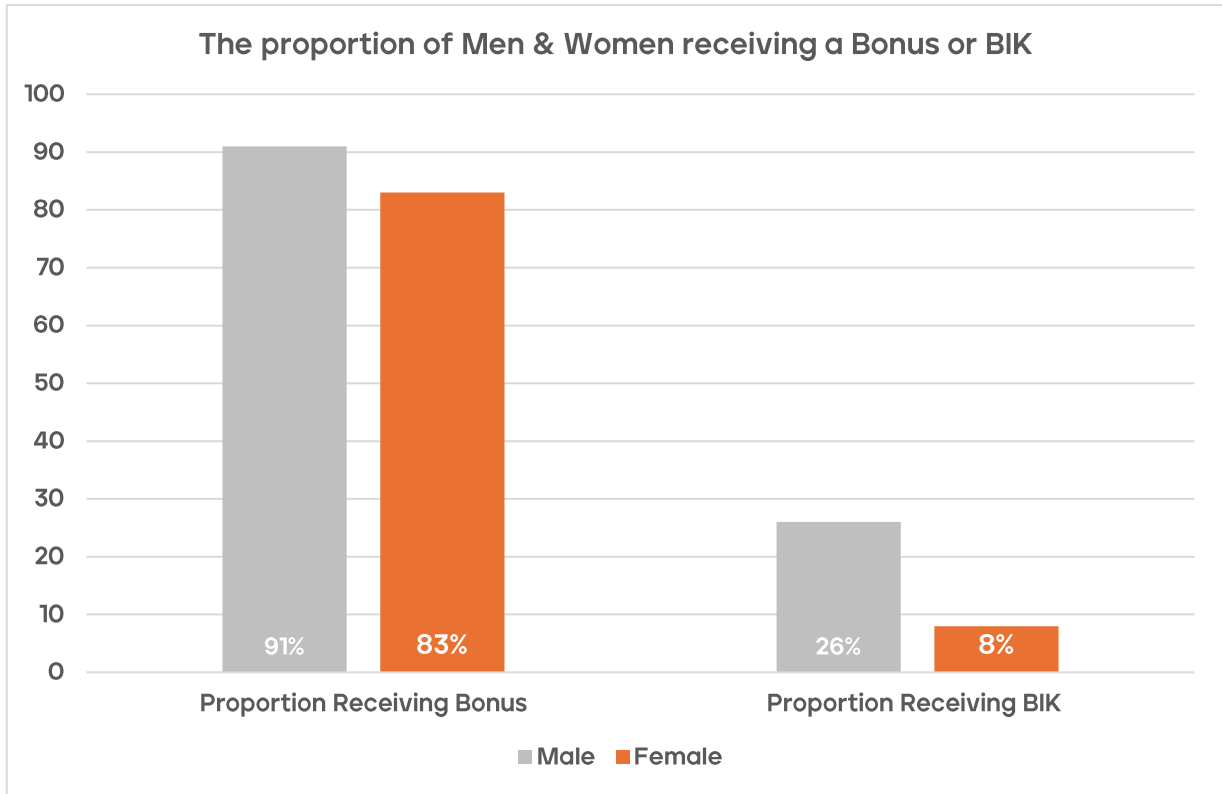
Metric	2025	2024	Year-on-Year Change
Overall Mean:	27%	32%	5%
Overall Median:	19%	20%	1%
Part-Time Mean:	-29%	-19%	-10%
Part-Time Median:	-21%	-36%	-15%
Temporary Mean:	1%	-5%	6%
Temporary Median:	3%	-5%	8%

Overall our Mean Gap improved by 5 percentage points, decreasing from 32% in 2024 to 27% in 2025, while our median has increased slightly by 1 percentage point. Part time pay gaps have shown an improvement, with the mean narrowing by 10 points and the median narrowing by 15 points. Temporary employee metrics increased compared to last year, reflecting changes in workforce mix and bonus distribution.

Bonus & BIK Gap

How is the Percentage of each Gender who receive a bonus or BIK Calculation Calculated?

The number of employees (male or female) who received bonus remuneration or benefits in kind (BIK) during the reporting period is divided by the total number of employees of the same gender within the same period.

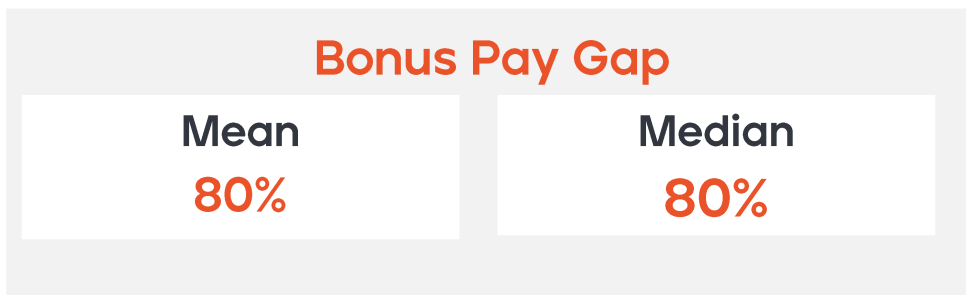


How is the Mean Bonus Pay Gap Calculated?

The bonus gap is calculated by adding together the bonus pay for all male employees, then divide by the number of male employees who received a bonus. We do the same for all female employees and then compare mean bonus as a percentage of the mean bonus paid to the male employees.

How is the Median Bonus Pay Gap Calculated?

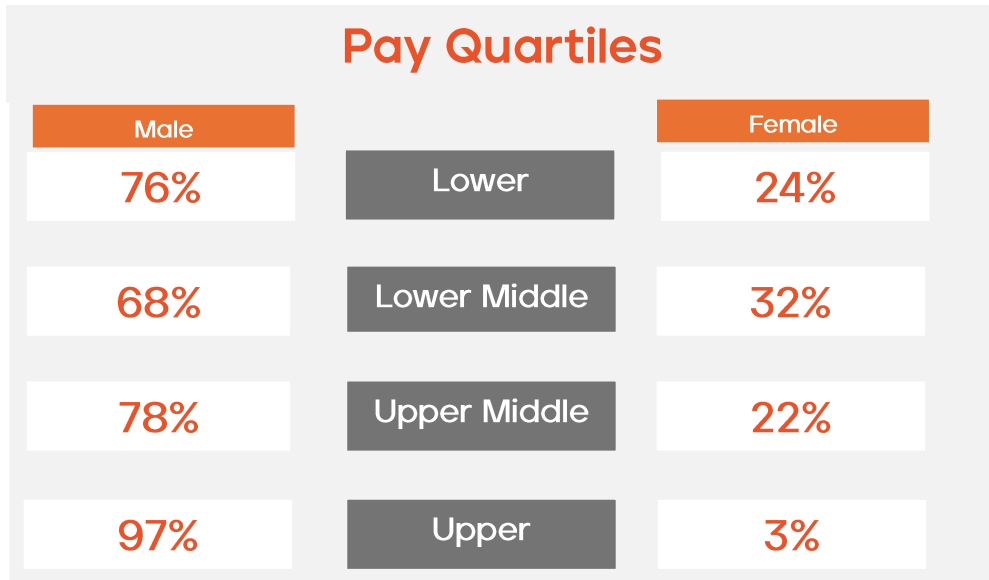
We rank all male employees who received a bonus in order of their bonus pay. We do the same for all female employees, and then compare the bonus pay of the "middle female" and the "middle male". The results are compared as a percentage of the median bonus paid to the male employees.



Pay Quartiles

How are Pay Quartiles Calculated?

Employees are ranked by their hourly remuneration from lowest to highest and then the list is divided into four equal parts: lower, lower middle, upper middle, and upper quartiles. The results are calculated by establishing the proportion of male and female employees in each quartile.



Understanding the Gap

The primary drivers of our Gender Pay Gap are the low volume of females in management positions and a lack of females in sales executive roles in the reporting period, which traditionally offer higher earning potential. As a result of the calculation method requiring hourly remuneration to include bonus payments this has generated a significant gap. When calculating a gap based on hourly pay only, excluding bonus, our Mean gap reduces to 14% and a Median Gap of 5%. This trend is not unique to our company but reflects a broader challenge within the motor industry.

Our Commitment to Closing the Gap

At Johnson & Perrott Motor Group, we are dedicated to reducing our Gender Pay Gap and fostering an inclusive workplace where everyone has equal opportunities to succeed.

We are actively working to make careers within the motor industry more appealing and accessible to women. As part of this commitment, we are enhancing our in-house training programs for early-career professionals and apprenticeships, with a focus on increasing female participation in roles traditionally dominated by men. Additionally, we are committed to creating transparent career paths with clear criteria for progression.

We understand that meaningful change takes time, but these efforts are deeply embedded in our long-term strategic goals. Together, we are building a future where diversity and inclusion drive innovation and success at Johnson & Perrott Motor Group.