



Gender Pay Gap Report 2024

Introduction

At Cox Automotive, we are proud of our people and committed to ensuring that we pay men and women equally for the same work. We remain committed to becoming an 'employer of choice' for women by offering fair opportunities that empower women to reach their career ambitions

We continue to focus on shaping a set of DEI focussed actions that deliver a plan that is right for our Company and people, by the end of 2025.

The gender pay gap:

The gender pay gap shows the difference in average pay between women and men. This is different to equal pay, which ensures women and men receive the same pay for the same role.

Gender pay gap reporting is designed to reflect the distribution and relative proportions of men and women across a business. It does not take into consideration the jobs that team members perform or their seniority.

How is it calculated?

1. The Mean Pay Gap

The mean is calculated by adding up the hourly rates of all relevant team members and dividing the figure by the number of team members. The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

2. The Median Pay Gap

The median is the figure that falls in the middle of a range when the hourly rates of all relevant team members are lined up from smallest to largest. The median gender pay gap is calculated based on the difference between the middle team member in the range for males and the middle team member in the range for females.

Cox Automotive's report shows that women and men are paid equally when working in equivalent roles. Our data also shows that we have a higher male population than female population, which is reflective of the general automotive sector in which the organisation operates.

Cox Automotive – Gender Pay Gap and Bonus Gap:

9.9%

The mean average
gender pay gap in Cox
Automotive UK

5.7%

The median average
gender pay gap in Cox
Automotive UK

25.6%

The mean average
gender bonus gap in Cox
Automotive UK

64.7%

The median average
gender bonus gap in Cox
Automotive UK

The Mean percentage of Gender pay gap for Cox Automotive UK in 2024 is 9.7% and Median value is 5.7%. The Bonus Percentage for male and female for Cox are 72.3% and 64.5%.

We have seen an upward trend in the mean percentage gap, with an increase of 3.2% vs 2023 and a median gap of 4.1% increase on last year's report.

The increases are evident of significant changes in the male to female ratio of senior leaders employed during 2024 and further compounded by retention bonuses awarded to a predominantly male leadership population (technology), awarded strategically to ensure the success of our business growth strategy.

Quartiles



These percentages relate to the number of women and men population in each quartile at Cox. It mirrors the automotive industry which has proportionally more men in upper quartile, however over the past 4 years, we can see a growth in this area, which also reflected in both Upper middle quartile and lower middle quartile.

The above charts highlights, there is an increase of 0.8% men in 'Upper Quartile' of our organization, with an increase of 1.4% of men in 'Upper Middle Quartile', with a 1.6% increase also visible in 'Lower Middle Quartile' and a decrease of 5.5% of men in 'Lower Quartile'. And, when we are comparing female percentage, our quartile values are decreasing from 2023 to 2024, these clearly reflect the increase of male and female percentage of GPG report in quartile levels.

In the lower quartile this year, we can see a shift in female percentage with an increase of 5.5% vs 2023 quartile report. Most of our Cox's females are represented under technical, professional and sales sector.

Driving cultural change in the automotive industry:

Cox Automotive believes that it can only improve the gender pay gap by improving the representation of women in the automotive industry. As such, we are addressing this challenge through our continued commitment to our Women with Drive initiative which supports, develops and champions women in the predominatly male automotive industry.

Launched in 2015, Women with Drive, started out as a networking group to listen and talk about the challenges women face in the automotive industry. The activities supporting Women with Drive go to the very heart of how Cox Automotive sees women's contribution to the industry - by their leadership, teamwork, resilience and commitment.

In 2019 Cox Automotive launched the inaugural Barbara Cox Award to celebrate and recognise the achievements of women within the Automotive industry, being a real champion for gender balance and committed to #balanceforbetter. The Barbara Cox award is given out on an annual basis and is now a key activity within the automotive industry.

We continue to evolve and improve our family friendly, well-being and flexible working policies and more than ever, we put people at the forefront of everything that we do.

We have plans in place to continue to build on our strong family friendly foundations throughout 2025 and beyond.

How Cox Automotive will continue to address the gender pay gap:

- The key to diversity is having inclusive leaders who can bring in and get the best out of their people through increased levels of engagement, collaboration and discretionary effort. It is to this end that we will continue to focus on ensuring no bias in hiring, promotion and development of team members at Cox Automotive and in the on-going education and development of our leaders as part of our extensive diversity and inclusion agenda.
- We will extensively review our current career framework by carrying out detailed impact analysis in relation to the costs of males and females at each level, working towards harmonisation.
- We will continue to create new career opportunities, through expanding our apprenticeship programmes across the business and at all levels.
- We will continue to build more diverse talent pipelines by reviewing our succession plans on a regular basis, to ensure greater diversity. Providing mentors for our female talent pool to support their development and career aspirations.
- We will continue to offer flexible and part-time working, enabling both males and females to balance work and home commitments.