

# FY24 Annual Report Addendum

## This addendum provides Gender Diversity information for the Zenith Group in conjunction with the information provided in the FY24 Annual Report

### Gender Diversity Information

Equity, diversity and inclusion has always been at our core, ensuring we value the difference in our colleagues and reflect the customers and communities we serve. The launch of our People Promise in 2021 supported our focus on gender representation – something which our industry has traditionally struggled with.

To support improvements in our gender diversity, we have introduced a number of initiatives over the past year to help build a more diverse and inclusive workplace for everyone, at each stage in their career. For more information about the progress we've made, please see summary below along with our FY24 our Annual Report.

### Inclusive recruitment

- Introduced a new recruitment training programme, Licence to Recruit, for all managers, which incorporates Unconscious Bias and focuses on behaviours that support a role, allowing us to consider a broader talent pool.
- Expansion of gender representation on our Leadership Board. As we work towards our pledge for 30% of our Leadership Board to be female by 2030, FY24 saw two female appointments to the Leadership Board.
- Women now make up 38% of our workforce and last year we saw a 4% reduction in our gender pay gap which is now below 11%. While this is still higher than it should be, it's one of the lowest in our industry and has halved in the last three years.

### Equity, diversity and inclusion

We have six focus groups which colleagues can be part of, one of which is dedicated to gender. Over the last 12 months, our Gender focus group has:

- Celebrated International Women's Day and International Men's Day with keynote speakers to raise awareness of different issues.
- Set up a Parental Support Group - which has celebrated World Breastfeeding Week, recognised Baby Loss Awareness Week and educated on shared parental leave.
- Supported the Automotive 30% Club with its 'Who Inspires you' campaign, highlighting female achievements from across our business.
- Continued to promote our dedicated Menopause support group and raised awareness of the support Zenith offers, including covering the cost of all menopause-related prescriptions for colleagues.

### Gender diversity for 2024

	Men	Women	Total
Holding Board	5	2	7
Leadership Board	6	2	8
Senior Managers	48	25	73
All Others	838	538	1376
Total	897	567	1464

### Definitions

The 'Holding Board' refers to the board of the Group's parent company, Zenith Automotive Holdings Limited, and directs the affairs of the Group taking into consideration Zenith's various stakeholders and interests. It provides strategic governance and challenge as appropriate.

The 'Leadership Board' are tasked with executing strategy and policy, whilst also dealing with operational matters and direction.

We define 'Senior Managers' as Directors (non statutory) and Head of Departments.



The Directors consider the FY24 Annual Report and this addendum to comply with the Guidelines for Disclosure and Transparency in Private Equity.

Signed on behalf of Zenith Automotive Holdings Limited

*Mark Phillips*

**Mark Phillips**

Chief Financial Officer