

OHM GROUP

Gender Pay Gap Report

Commitment to Equality, Diversity, and Inclusion



About OHM Group



Established 1972

One of Ireland's leading privately-owned businesses in automotive and power solutions, delivering excellence for over 50 years.



Our Scale

Our dedicated employees drive sustained growth, operational excellence, and unmatched customer care.



Our Commercial Brands

Exclusive distribution and retail for global leaders including Jaguar Land Rover, Polestar, Volvo, Ford, Skoda, Seat, Cupra, DAF, MAN, VDL and Rehlko.

"Our people are our most valued asset, underpinning our exceptional service, customer care and operational excellence. Our focus is to drive an inclusive, equitable, and diverse workforce, to champion representation and balance within our industries, that have traditionally been male-dominated. We recognise that increasing female representation across technical, operational and leadership roles is essential to building a stronger and more sustainable organisation."

This report is based on the legal entities within OHM Group that are subject to Gender Pay Gap reporting requirements under Irish legislation.

Understanding the Pay Gap

Gender Pay Gap

Measures the difference in average hourly earnings between all women and men across the entire organisation. Reflects workforce composition and historical structural imbalances within the industry.

A Gender Pay Gap does not mean women and men are paid differently for performing the same role. It reflects the distribution of men and women across different roles, functions and seniority levels within an organisation.

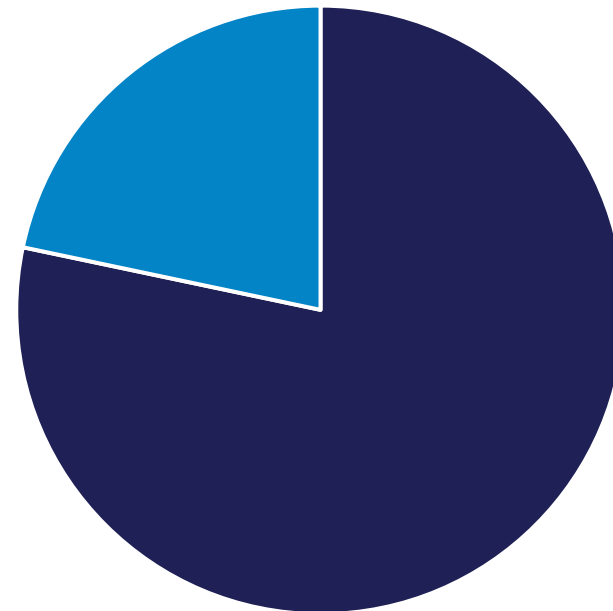
Equal Pay

Ensures women and men receive the same salary for performing the same, similar, or work of equal value. OHM Group is strictly committed to protecting equal pay across all our businesses.



i *Reported in accordance with the Gender Pay Gap Information Act 2021*

Workforce Snapshot



SNAPSHOT DATE: 30 JUNE 2025

■ Male (78.3%)

■ Female (21.7%)

KEY INSIGHT

Our workforce composition reflects the long-standing underrepresentation of women in technical, engineering, commercial and operational roles across the automotive and power solutions sectors.



Data collected over a 12-month period.

Overall Pay Gap Results



Category	Mean Pay Gap	Median Pay Gap
All Employees	+10.6%	+16.6%
Part-Time Employees	-1.6%	+11.6%
Temporary Employees	-1.8%	-2.4%

KEY INSIGHT

Our median gap is higher than our mean pay gap. This indicates that gender imbalance is most pronounced within the middle of our pay distribution, reflecting the underrepresentation of women in mid-level technical and management roles, rather than only a concentration of men at the most senior levels.

Bonus & BIK Participation

% of Population who receive Benefits in Kind (BIK)

100%	100%
Women	Men

Includes non-cash benefits like Death in Service and Employee Assistance Programmes.

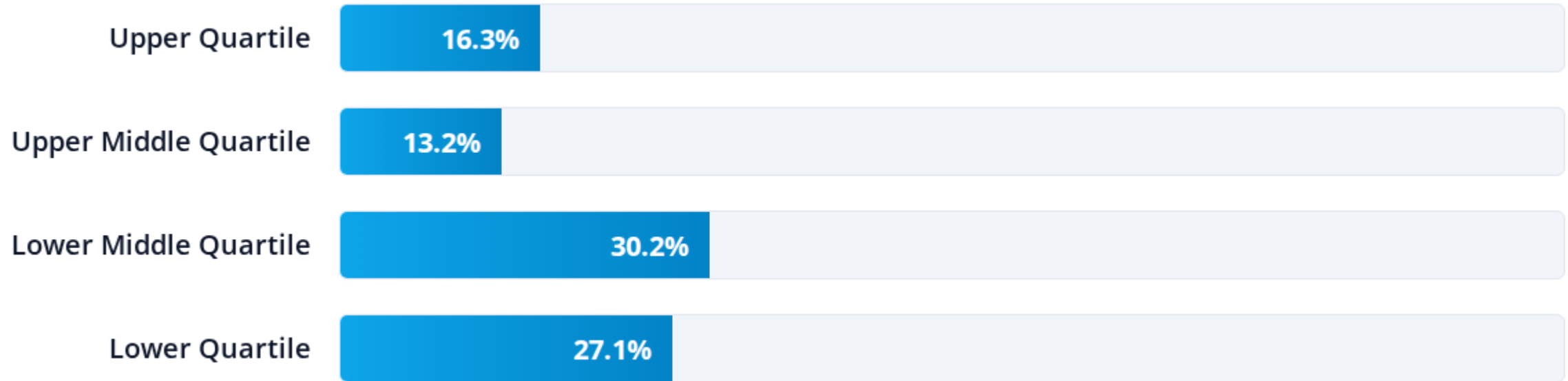
% of Population who receive Bonuses

65.2%	68.1%
Women	Men

Participation is highly comparable, showing bonus eligibility is performance-driven, not gender-based.

Participation rates for bonus schemes are broadly comparable between women and men. The reported bonus gap primarily reflects the current distribution of employees across senior and commercially accountable roles rather than differences in bonus eligibility. The bonus gap reflects differences in average bonus values linked to role type, seniority and commercial accountability rather than differences in access to bonus schemes.

Female Representation by Quartile



While female representation exists across all levels, it decreases significantly in the upper-middle and upper quartiles. Addressing this progression pipeline is the core focus of our action plan.

Closing the Gap: Action Plan



Early Career Pipelines

Increase visibility of female role models across the Group.
Increase female participation in apprenticeships.



Development & Progression

Continue targeted support for leadership and career development and succession planning to strengthen the pipeline of women into management roles.



Community Impact

Strengthen partnerships that encourage women into technical and apprenticeship pathways.
Partner with schools, colleges and industry bodies to encourage more women into automotive and engineering careers.

We view this report as a starting point. We are committed to transparency, accountability, and demonstrating tangible progress year-on-year.

Consolidated Results



Pay & Bonus Gaps

Reporting Metric	Mean Gap	Median Gap
All Employees Pay Gap	+10.6%	+16.6%
Part-Time Employees Pay Gap	-1.6%	+11.6%
Temporary Employees Pay Gap	-1.8%	-2.4%
All Employees Bonus Gap	+20.0%	+31.7%

Participation Rates

Participation Metric	Female	Male
Bonus Receipts	65.2%	68.1%
Benefits in Kind (BIK) Receipts	100%	100%

While our reported pay gap reflects the current composition of our workforce, we remain committed to improving representation, supporting career progression and reducing the gap over time.

This report is based on the legal entities within OHM Group that are subject to Gender Pay Gap reporting requirements under Irish legislation. This includes: Armalou Group Management Services Limited; DAF Distributors Ireland Limited; DE Power solutions Limited; Jaguar Land Rover Ireland Limited; MAN Importers Ireland Limited; Polestar Distributors Ireland Limited; Spirit Ford Limited; Spirit Motor Group Limited; Spirit Skoda Limited

OHM GROUP

Thank you



VOLVO

Polestar



SKODA

