

GENDER PAY GAP REPORT 2026

BESTWAY WHOLESALE

I am pleased to present our 2026 Gender Pay Gap Report.

At Bestway Wholesale, we are committed to fairness, equity, and transparency in how we reward and develop our colleagues.

A significant proportion of our workforce is in depot, distribution, and support roles, which are predominantly held by male colleagues. This composition continues to influence our gender pay gap. While we have made significant progress, we recognise that further improvement is needed and remain committed to fostering an inclusive culture and taking targeted action across the business.

This report provides context to our gender pay gap figures based on data as of 5 April 2025, in line with statutory requirements. We remain focused on ensuring fair pay and using these insights to drive continued progress.

Our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017)


Dawood Pervez
Managing Director
Bestway Wholesale



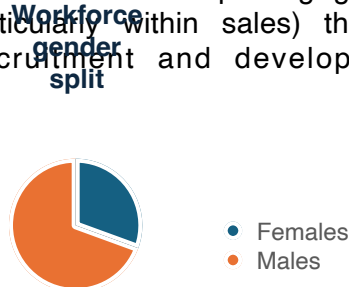
BONUS PAY GAP ANALYSIS

The bonus pay gap reflects the % difference in bonus amounts paid in the pay reference period.

| | 2025 | 2024 |
|-------------------------|-------|-------|
| Mean Bonus Gap | 50.5% | 41% |
| Median Bonus Gap | 71.1% | 28.7% |

In 2025, our mean bonus gap increased to 50.5% and our median bonus gap rose to 71.1%. This increase is primarily driven by workforce composition, particularly within our sales function, which remains predominantly male. Sales roles offer higher bonus opportunities, and the concentration of male employees in these positions has a significant impact on both mean and median bonus outcomes. The sharp rise in the median reflects a greater skew in bonus distribution toward male employees in these high-performing roles.

We remain committed to improving gender balance (particularly within sales) through targeted recruitment and development initiatives.



The bonus pay reported relates only to the pay reference period. The bonus pay analysis reflects bonuses awarded within our sales force, a predominantly male team, which significantly influences the results.

GENDER PAY GAP

The gender pay gap is the difference between the average pay for men and women. For the purposes of the gender pay gap report, 2 measures of average pay are used:

Mean Gender Pay Gap: The difference between the average hourly earnings

Median Gender Pay Gap: The difference between the midpoints in the rate of hourly earnings

| | 2025 | 2024 |
|----------------|-------|-------|
| Mean Pay Gap | 10.3% | 19.3% |
| Median Pay Gap | 4.2% | 9.2% |

In 2025, our mean pay gap decreased to 10.3% (from 19.3% in 2024) and our median pay gap fell to 4.2% (from 9.2%), reflecting a more balanced distribution of base pay across our workforce. Overall, these improvements demonstrate good progress toward equitable pay practices and our ongoing commitment to aligning pay across our diverse workforce.

Gender Pay Gap - Mean : 10.3%

Gender Pay Gap – Median: 4.2%

% of men/women in upper quartile: 76.9% / 23.1%

% of men/women in upper/mid quartile: 74.4% / 25.6%

% of men/women in lower middle quartile: 66.3%/33.7%

% of men/women in lower quartile: 60.2% / 39.8%

Gender bonus gap - Mean : 50.5%

Gender bonus Gap – Median: 71.1%

% of men who receive bonus: 14.7%

% of women who receive bonus: 4.2%

PAY QUARTILES

Our 2025 gender distribution by pay quartile shows a higher proportion of men in the upper quartiles and a higher proportion of women in the lower quartiles. In the top quartile, 76.9% of employees are men, compared to 23.1% women. This gradually shifts across the quartiles, with men representing 60.2% and women 39.8% in the lowest quartile.

These figures highlight both the opportunity to further develop and support our female talent and the influence of a predominantly male workforce on overall gender distribution and pay statistics. The pay quartile data indicate the need to increase female representation in senior roles, which we aim to address through our Talent and Development programs

