

TORTILLA

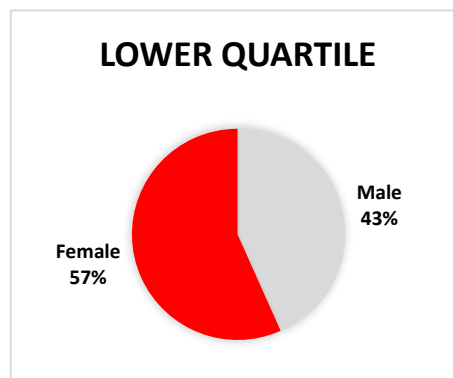
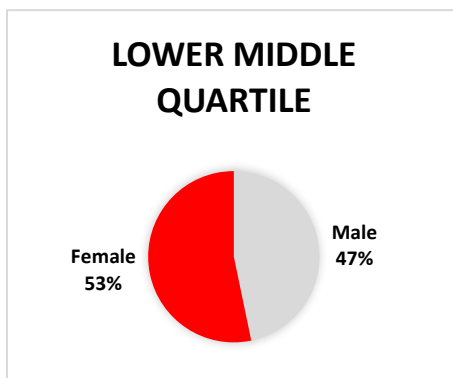
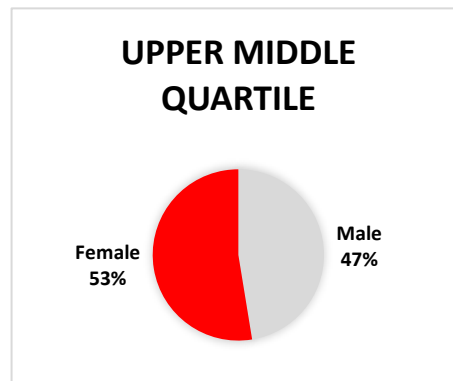
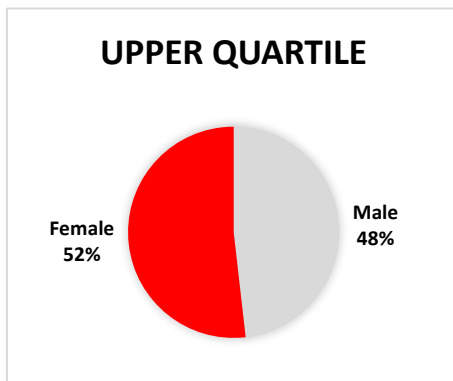
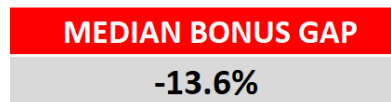
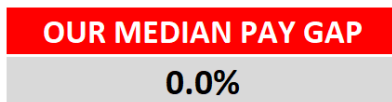
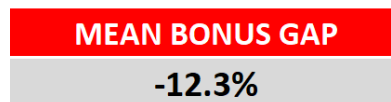
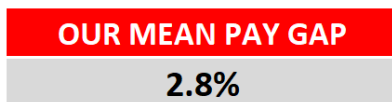
BURRITOS *and* TACOS

TORTILLA GENDER PAY GAP STATEMENT

Snapshot Date: 5 April 2025

Tortilla c/o Mexican Grill is required by law to publish an annual gender pay gap report. The figures below have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We confirm that the Gender Pay and Bonus Gap calculations and the data provided for Tortilla Mexican Grill plc and its subsidiaries are accurate.



TORTILLA

BURRITOS *and* TACOS

Pay Gap

We have seen continued positive movement in our Gender Pay Gap this year. The Mean Pay Gap has reduced from 4.1% to 2.8%, and the Median Pay Gap has reduced from 2.5% to 0.0%, meaning that at the snapshot date the median hourly rate for men and women across the organisation was equal.

Tortilla is committed to equal pay for equal work. We operate structured pay frameworks to ensure colleagues performing the same or equivalent roles are paid consistently. Our Gender Pay Gap is not driven by unequal pay practices, but by the distribution of men and women across different roles and levels within the organisation.

Bonus Gap

The Mean Bonus Gap is -12.3%, and the Median Bonus Gap is -13.6%, indicating that at the snapshot date women received higher bonus payments on average.

The proportion of employees receiving a bonus was broadly aligned:

- 14% of men
- 13% of women

Our bonus schemes are performance-based and primarily linked to operational management roles. Year-on-year movement in bonus gaps is influenced by the mix of eligible managers and performance outcomes at the snapshot date.

Pay Quartiles

Gender representation across hourly pay quartiles shows improved balance across the organisation. Women now represent:

- 52% of the Upper Quartile
- 53% of the Upper Middle Quartile
- 53% of the Lower Middle Quartile
- 57% of the Lower Quartile

This reflects continued progress in strengthening female representation across management and leadership levels.

Our Commitment

Tortilla remains committed to:

- Promoting equal opportunities at all levels
- Supporting career progression and leadership development
- Maintaining transparent and structured pay practices
- Continuing to build a balanced and inclusive workforce

We are encouraged by the continued narrowing of the pay gap and remain focused on sustaining long-term progress.