

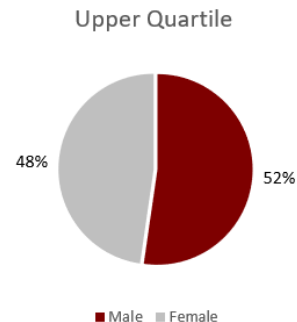
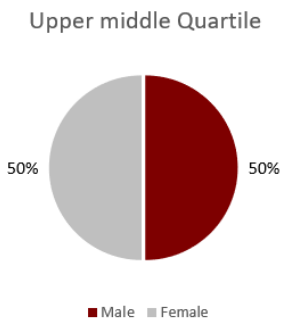
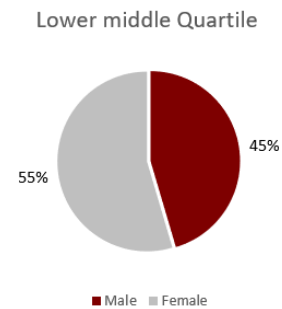
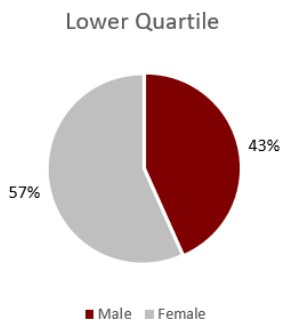
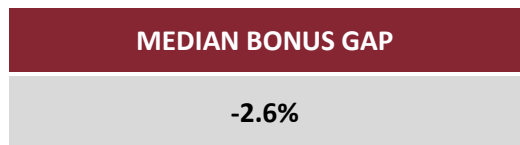
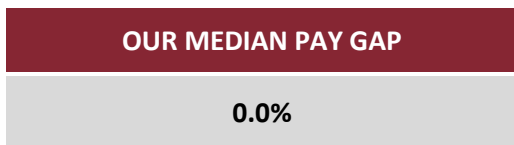
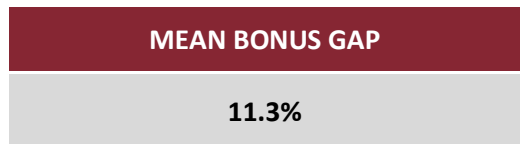
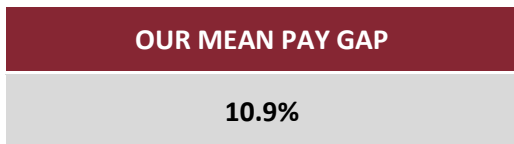


TORTILLA GENDER PAY GAP STATEMENT

Tortilla c/o Mexican Grill is required by law to publish an annual gender pay gap report. This is Tortilla’s report for the snapshot date of 5 April 2024.

The figures set out below have been calculated using the standard methodologies used in 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 is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

We believe in the significant benefits that derive from a more inclusive and diverse workforce. Across all levels of roles, we are committed to driving gender equality and Tortilla is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation, the distribution of those roles across locations within the UK, and the salaries that these roles attract.

We have seen some excellent improvement in our Gender Pay Gap over the last year, with many factors influencing the data in a positive way. The Mean Pay Gap has decreased from 13.5% to 10.9%, demonstrating we are making good progress on this and heading in the right direction. The Median Pay Gap has also decreased to 0%, so for men and women at the snapshot date the median hourly rate was exactly the same, at £11.27.

Last year the Mean Bonus Gap was skewed heavily by IPO bonuses and this year we have seen this decreased significantly reducing from 74.6% to 11.3%. The Median Bonus Gap showed positive results too as the female median was higher than the male. These bonus figures are driven mainly by the store General Manager and Assistant Manager quarterly bonus scheme, showing that at this level we are paying bonuses unbiased by gender. We are also paying roughly the same % of men & women a bonus (20% vs 21%).

With regards to our quartiles on hourly rates, these have swung unfavourably this year, with a higher % of males in the upper quartile and higher % of females in the lower quartile than last year. We overall had more than 10% more women in the business than men at that date, which is why the lower quartiles appear slightly worse than last year.

Tortilla is committed to the ongoing review and improvement of pay policies and procedures, bonus schemes, benefits and other initiatives supporting equal pay and opportunities for both genders. We are determined not only to bring more women into the organisation but to increase the number of women through middle and senior management roles, creating a more inclusive organisation across the pay grades, and ultimately, strengthening our performance and competitiveness. We have seen good progression this year compared to last year, and are committed to bridging the gap on Gender Pay through various internal initiatives.