

Creating

equity

without exception.

GENDER PAY GAP REPORT 2025

Better with every move.

 **ayvens**
SOCIETE GENERALE GROUP

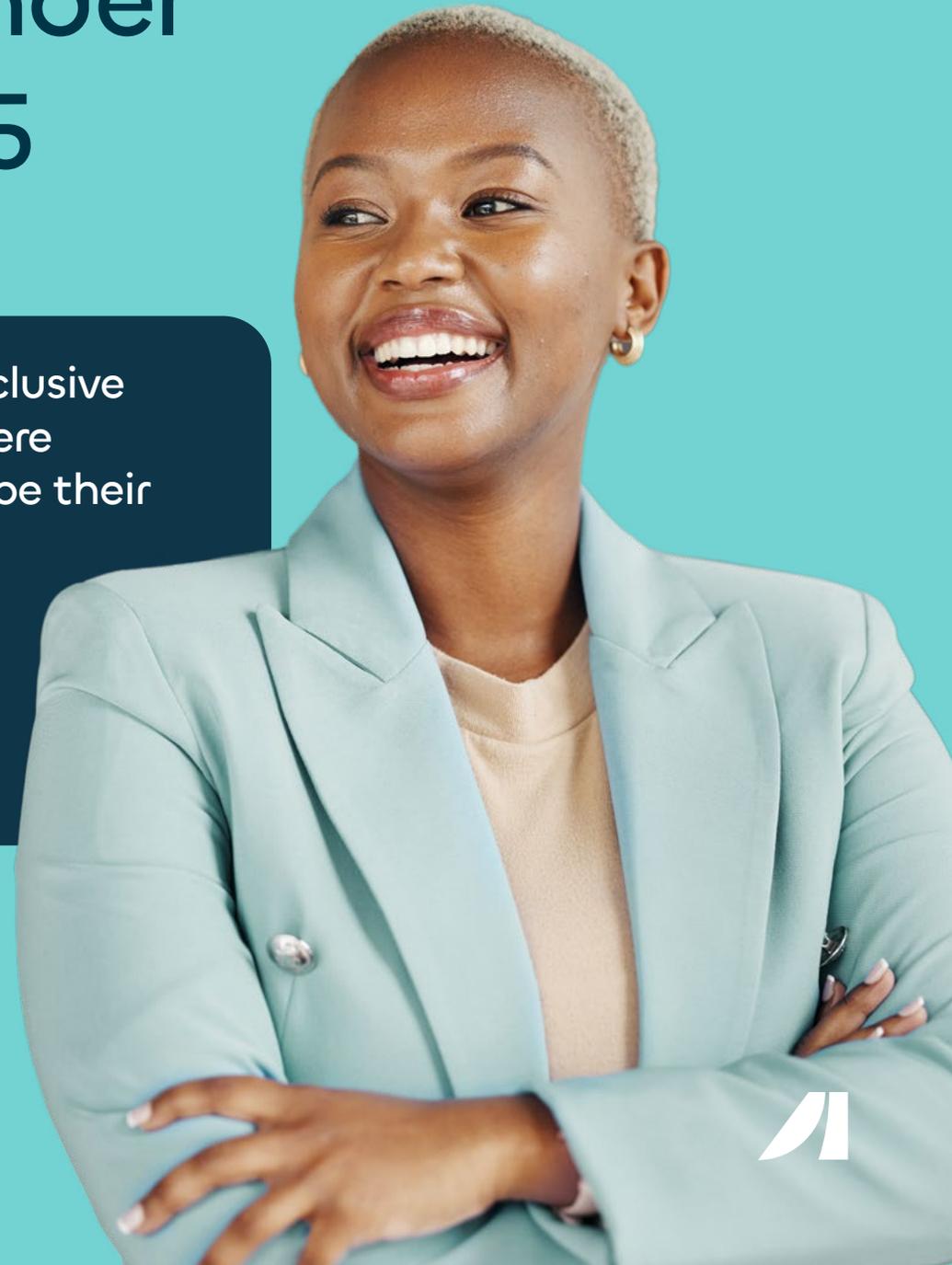
Welcome to our gender pay gap report 2025

The creation of Ayvens marked the union of two mobility leaders—ALD Automotive and LeasePlan—bringing together their extensive expertise to create a world leading mobility company.

In this report we present our first joint Ayvens gender pay gap figures and highlight some of the steps we're taking to drive meaningful change for the future.

We are focussed on ensuring we continue to build an inclusive workplace where everyone can be their authentic self.

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Our 2025 gender pay gap statistics

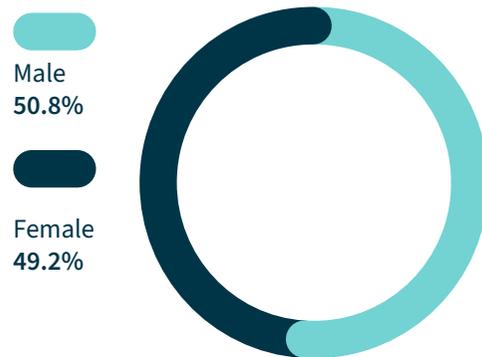
Gender pay gap

	Mean	Median
Pay Gap	17.6%	25.8%
Bonus Gap	39.6%	28.1%

Pay quartiles

	Male	Female
Upper	63%	37%
Upper Middle	59%	41%
Lower Middle	45%	55%
Lower	37%	63%

Employee population



Proportion receiving bonus



Building one team. Empowering everyone to achieve.

We know that true gender equality isn't just about closing gaps, it's about ensuring all colleagues have equal opportunities for development and career growth.

Looking ahead into 2026 we are focused on ensuring that we are creating a culture where women can thrive at every stage of their career journey. From recruitment to development we're committed to ensuring our talent is championed.

We will have a continued focus on gender equality with regards to reward with specific projects looking at our structures to ensure we remain competitive .

Gender diversity at our leadership levels will continue to be a key performance indicator.

I confirm that the gender pay gap data presented in this report is accurate.
Karen McGhee, Head of HR.

Creating an inclusive
and diverse workforce
is not just a goal. It's a
standard we must set.
Without exception



