

LeasePlan UK Ltd Gender Pay Gap Report

April 2024

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As an organisation we remain committed to sustainability, high performance and positive impact, we believe that empowering everyone to be themselves at work and achieve their full potential delivers a collective competitive edge. So, building a fully inclusive workforce is more than a priority or initiative; it's a fundamental driver of our strategy for the future.

We continue to focus on recruitment and development of women at every level and our approach in the UK is supplemented by a number of central global development programmes.

When reviewing the 2024 vs 2023 results, the gap has closed between male and female colleagues by 7.3% (mean) this is due to a better representation of females in the top 2 quartiles of the workforce.

The context is undeniable: women have an equal impact on our current and future success. So, the challenge to our business and wider industry is clear: to take purposeful and meaningful steps towards achieving true gender equity.

The Board and senior managers appointments resulting from merger with ALD Automotive in 2023 improved our gender diversity, some subsequent changes to our Board structure has further slightly improved the gender diversity in our senior team.

The focus on the gender pay gap remains during the coming year, with gender diversity as a key KPI on our UK scorecard.

I confirm the gender pay gap data contained in this report is accurate.

Matthew Huckle, Head of HR

Gender pay gap results 2024

Women's hourly rate

Mean 5.9%
Lower

Median 4.8%
Lower

Women's bonus pay

Mean 27.7%
Lower

Median 28.7%
Lower

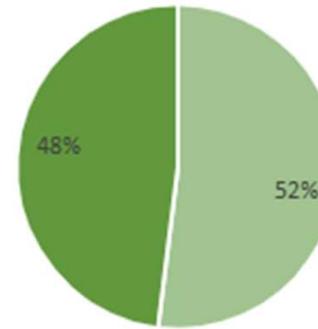
Bonus eligibility

Receiving a bonus in 2024

Male 98.3%

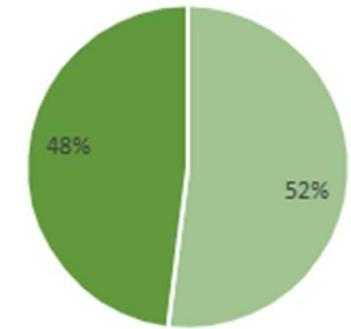
Female 98.9%

Upper quartile



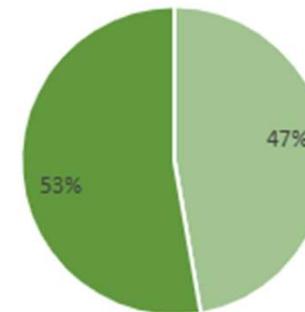
■ Male ■ Female

Upper Middle quartile



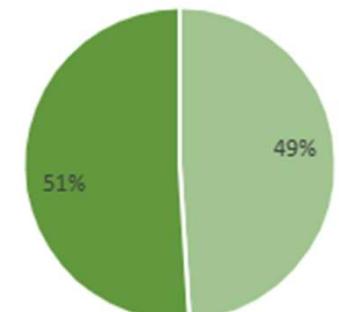
■ Male ■ Female

Lower Middle quartile



■ Male ■ Female

Lower quartile



■ Male ■ Female