

Sixt Rent a Car Limited

Gender Pay Gap Report 2024-25



Contents

1. Introduction
2. Gender Pay Gap at Sixt
3. Gender Pay Gap by Quartile
4. Our Actions
5. Glossary of Key Terms



1. Introduction

2025 marks the ninth consecutive year of SIXT taking part in the Gender Pay Gap reporting. We love to show results and are proud to be able to report on our Gender Pay Gap. Every year we take part, it gives us an opportunity to reflect on our business, review our commitments and ensure we are doing everything we can to be an inclusive and diverse place to work across all levels.

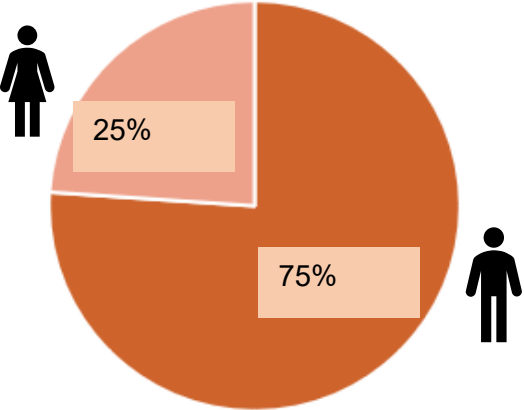
The Government requires all companies who employ more than 250 people to report and publish their gender pay gap in line with UK legislation.

The gender pay gap has six main calculations that aim to show the distribution of males and females throughout SIXT's pay and bonus hierarchy, in order to identify any disparity from a snapshot date - which this year was the 5th April 2025.

SIXT is passionate about providing a premium experience, and this is not limited to our customers. We work hard to give internal employees and external candidates the opportunity to progress within our business into senior roles and are proud that we continue to have a strong representation of women within our leadership team. Each year we challenge ourselves to increase all genders to applying at every level externally and internally, as well as moving continuing to foster a culture that will ensure that roles at all levels are attractive, accessible and equitable for all.

What is the gender pay gap?
The gender pay gap is defined by several average calculations that are designed to measure the difference between the average earnings of men and women across the whole of an organisation. They are expressed as numbers that show the percentage of male earnings, for example if men earn 1% more than women it would be 1%, or -1% if women earn 1% more than men.

Is this the same as equal pay?
Equal pay is covered by the Equality Act 2010, and states that men and women jobs should be compensated equally for work of an equal value. The gender pay gap information instead shows the distribution of men and women throughout our pay hierarchy and helps to identify where there are opportunities for SIXT to amend working practises to ensure inclusivity.



A total of 300 employees were included in our calculations this year from the snapshot date of 5th April 2025: 225 men and 75 women.

The 2025 data shows a positive shift with female representation increasing from 23.3% in 2024 to 25.0% in 2025, demonstrating our continued commitment to improving gender diversity across the organisation.



2. Gender Pay Gap at SIXT

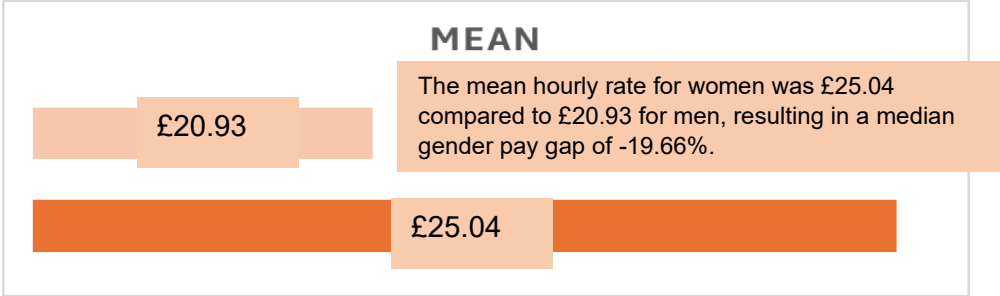
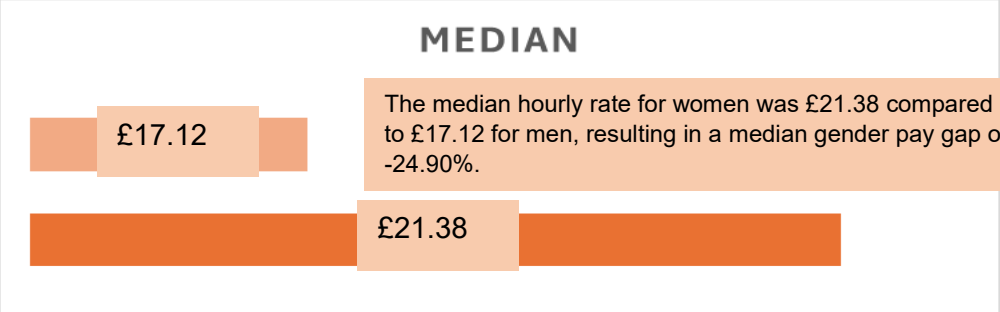
The 2025 gender pay gap results for SIXT demonstrate that pay is determined by role, performance, and experience, not gender. Our data shows that both men and women succeed and earn competitively based on merit across different roles and levels within the organization.

At the overall organisational level, the mean and median gender pay gaps are in favour of women (-19.66% mean, -24.90% median). However, this reflects the distribution of men and women across different roles and pay levels, rather than differences in pay for the same work. When examining pay by quartile, we see variation that demonstrates balanced compensation practices. We have specific work to do in our lower quartile with our Fleet Service Agent role in attracting female employees. As the main responsibilities include driving our vehicles, cleaning, and checking them for damage whilst maintaining high levels of customer service, this role attracts a predominantly male workforce.

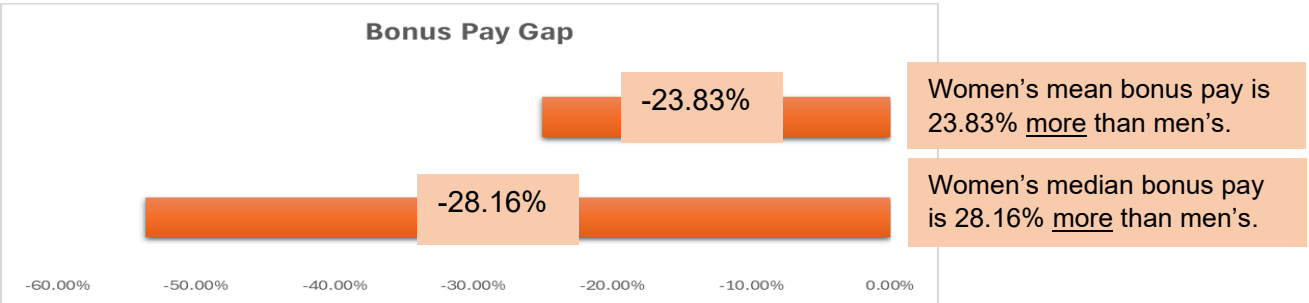
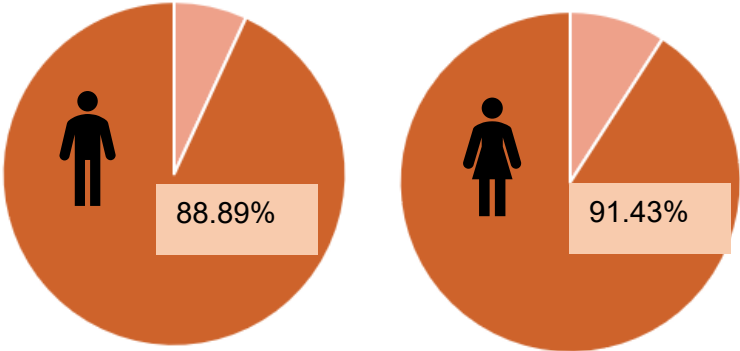
These variations reflect the specific roles, responsibilities, and performance outcomes within each pay band, rather than gender-based pay decisions. For example, the Upper Quartile comprises our most senior leadership positions with diverse portfolios and compensation structures aligned to role scope and market rates.

When it comes to bonus pay, both men and women participate strongly in our performance-based commission structure, with 91.43% of women and 88.89% of men receiving bonuses over the 12-month review period. The overall bonus gap metrics favour women (-23.83% mean, -28.16% median), reflecting the continued strong performance of women in sales-focused and commission-earning roles where compensation is directly tied to individual achievement.

Both genders demonstrate strong performance across SIXT. The composition of our workforce, with 25% female representation overall but 34.67% female representation in the Upper Quartile, combined with our uncapped commission structure and performance-based compensation approach, means that individuals of all genders can and do achieve significant earnings based on their contributions, regardless of gender.



Percentage of Men and Women receiving a bonus



3. Gender Pay Gap by Quartile

Our workforce composition across quartiles reflects the diverse range of roles within SIXT. The Lower Quartile is primarily composed of Fleet Service Agents, this role attracts a predominantly male workforce, consistent with industry-wide patterns for similar operational positions. The Lower Middle and Upper Middle Quartiles, which include supervisory and mid-level operational management roles, show similar gender distribution patterns.

By contrast, the Upper Quartile demonstrates significantly stronger female representation. This quartile includes our senior leadership, Head Office functions, and high-performing sales roles where earnings are heavily incentivized by our uncapped commission structure. Both men and women succeed in reaching senior positions and high-earning commission-based roles based on their performance and capabilities.

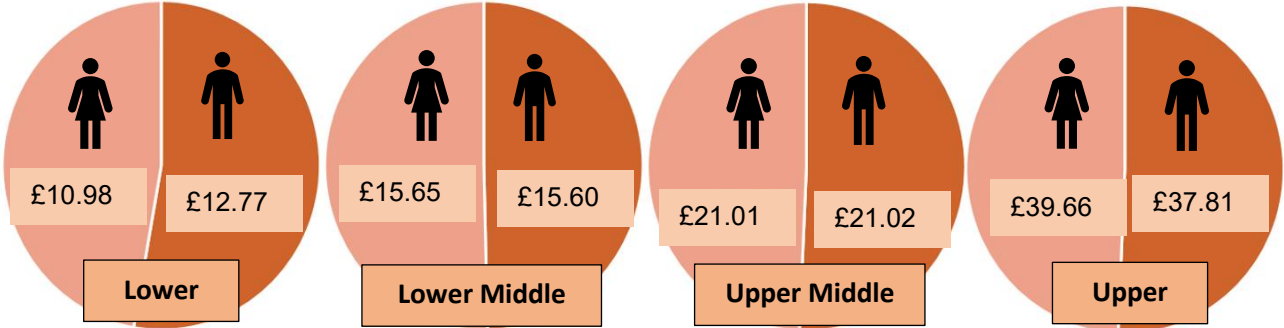
The 2025 data shows some shifts in quartile composition reflecting natural workforce movement and recruitment patterns. These fluctuations are typical in any organization and reflect individual career movements, recruitment cycles, and personal choices rather than systemic barriers for either gender.

Gender Split by Quartile



Mean Pay per Quartile

Here we can see the breakdown of each quartile, and how these numbers impact the overall mean Pay Gap.



Pay Gap (Mean)	13.98%	-0.31%	0.07%	-4.89%
Pay Gap (Median)	6.58%	1.66%	-3.46%	-9.5%
Contribution to Pay Gap	4.09%	6.59%	5.53%	-35.87%

4. Our Actions

Since the last Gender Pay review, we have made continued progress to support all colleagues and foster an inclusive workplace, including ongoing initiatives:

- Maintaining consistent pay structures across operations salaries ensuring equity and consistency in pay ranges based on job role and area cost of living, with regular fair pay reviews for all colleagues to ensure consistency across job grades.
- Embedding our tenure program in our core Operations roles, rewarding colleagues for 2 years of service with a "Senior" title and increased basic rate of pay—benefiting both men and women equally based on service and performance.
- Achieving Great Place to Work certification for multiple consecutive years, continuing to score highly on fairness and inclusion compared to benchmarked large companies, validating our commitment to equitable practices.
- Expanding our management trainee programme with diverse cohorts successfully progressing into Branch Managers and management positions throughout the business, creating pathways to leadership for all talented individuals.
- Launching our Leadership Female Career Tandem programme, pairing aspiring female leaders with senior mentors to support career development and leadership progression, complementing our broader talent development initiatives.
- Producing diverse and inclusive job adverts and recruitment campaigns to showcase the breadth of opportunities at SIXT and attract high-quality candidates of all backgrounds into our industry.
- Promoting year-round inclusion initiatives that challenge all managers to foster inclusive environments and provide them with tools and platforms to support their teams effectively.

What is DiverSIXTy?

Diversity has always been a part of our company and our corporate culture. As different as the companies within the SIXT Group are, as diverse are the people who work for us.

SIXT not only stands for strong brands, but also for strong values. As different as we are, we are united as a family. We expect and promote a corporate culture of acceptance, appreciation and respect in which everyone can develop their strengths and weaknesses, their personality and their ideas. This is DiverSIXTy.

It is our priority to give every employee space for their individual lifestyle, without gender playing a role. It is therefore very important to us to recruit well-trained and qualified women for our company, to actively promote them and to strengthen their positions.

I confirm that the information in this report is correct.



Marta Kunica-Thomas
People & Culture Director UK



5. Glossary of Key Terms

Mean Pay Gap:

The raw difference between men's average pay and women's average pay, usually expressed as a percentage. This can be affected by outliers, such as employees on zero-hour contracts.

Median Pay Gap:

The difference in pay between the middle-paid man and middle-paid woman in Sixt, usually expressed as a percentage. This is less affected by outliers.

Quartile:

A division of the entire organisation into four groups of equal numbers, starting from the lowest-paid group (lower quartile) to the highest-paid group (upper quartile).

Contribution to Pay Gap:

The number of percentage points a group contributes to the overall mean pay gap, whereby summing all the contributions per group will give you the mean pay gap. Using this, you will see which group contributes most to our pay gap.

Bonus Pay Gap:

The bonus pay gap looks at all bonus earned by each individual over a 12-month period leading up to the snapshot month, to then identify the difference in earnings between men and women.