

SIXT Rent a Car Limited

GENDER

PAY GAP REPORT

2023-24



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01 INTRODUCTION

2024 marks the eighth 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 2024.

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 have strong representation of women within our leadership team. Each year we challenge ourselves to increase the number of women applying at every level externally and internally, as well as moving into operational middle management positions which are still dominated by male employees.

What is the gender pay gap?

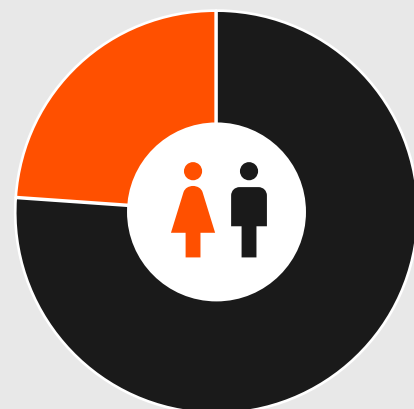
The gender pay gap is defined by several average calculations that are designed to measure the difference between the average earnings of men and women across the whole of an organisation. They are expressed as numbers that show the percentage of male earnings, for example if men earn 1% more than women 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 309 employees were included in our calculations this year from the snapshot date of 5th April 2024: 237 men and 72 women.

23.3% **76.7%**



02 GENDER PAY GAP AT SIXT

Both the mean and median gender pay gaps for SIXT at the 2024 snapshot date are in favour of women. This signifies that despite our workforce being just 23% female at the snapshot date, on average women within SIXT are earning a higher average pay across both measurements. This was also the case in 2023's results, with the median going from -7.77% to -18.36%, and the mean from -11.45% to -23.22%. Whilst the overall aim of the gender pay gap reporting is to work towards gender pay parity, with how the earnings are calculated along with the fluctuations in bonus amounts paid at SIXT due to their performance-based nature there will always be some volatility in both the pay gap and bonus pay gap numbers each year. In saying this, women have consistently earned more than men in at least some of the gender pay gap metrics in each of the last 4 years.

With the bonus pay gap, bonus earnings over a 12-month period prior to the snapshot date are reviewed instead of the snapshot month itself. Again, we can see that both metrics are in favour of women in 2024 which is consistent with 2023. The mean bonus pay gap shifted from -25.05% to -33.5%, and the median from -53.65% to -18.66% – around where it was in 2022. The weighting of gender in our more senior positions also plays a large role in our results, with women making up 63% of our UK leadership team.

Due to the introduction of our Fleet Service Agent bonus last year, every group of employees within the Operations function is now eligible to receive a regular, performance-based bonus. This shows in the overall statistics of men and women receiving a bonus being above 90% for the second consecutive year. We are continually looking at ways to reward and incentivise our teams both financially and with other benefits that keep us an attractive place to work within our sector and more generally within the UK market.

The car rental industry, and in particular SIXT, are a target-driven results orientated business – and we find that this is one of the reasons why our employees enjoy working with us. Bonuses at SIXT rely heavily on individual performance, whilst also encouraging collaboration between team members and departments. We recruit, retain and develop people that enjoy this entrepreneurial aspect and feel empowered by having control over their earning potential.

Median

£16.54



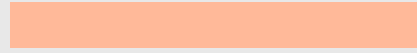
£19.58



The **median** hourly rate for women was £19.58 compared to £16.54 for men, resulting in a median gender pay gap of -18.36%.

Mean

£21.28

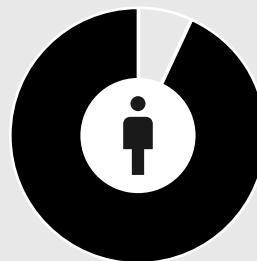


£26.23

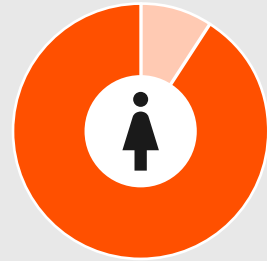


The **mean** hourly rate for women was £26.23 compared to £21.28 for men, resulting in a median gender pay gap of -23.22%.

Percentage of Men and Women receiving a bonus



93.15%



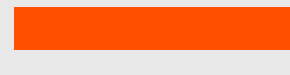
91.89%

Bonus Pay Gap

-33.5%



-18.66%



Women's **mean bonus** pay is 33.5% more than men's.

Women's **median bonus** pay is 18.66% more than men's.

03

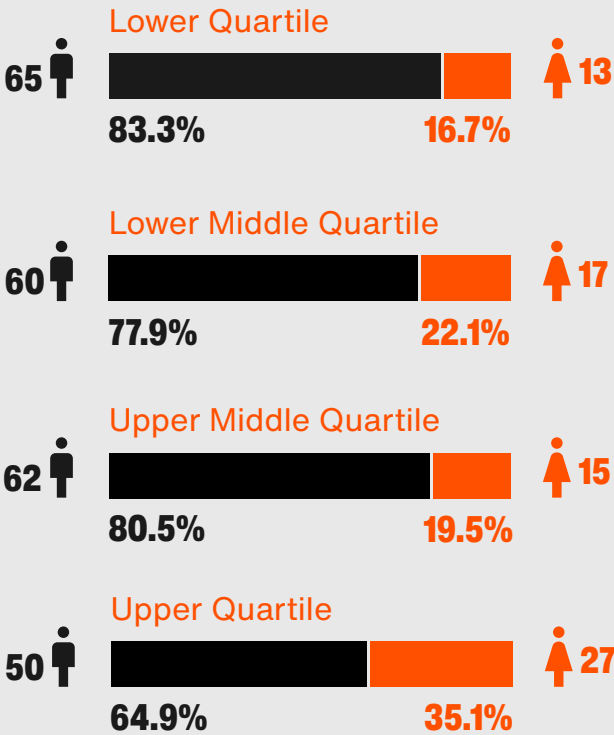
GENDER PAY GAP BY QUARTILE

The information to the right divides employees up into 4 equal quartiles based on pay to further analyse the proportion of men and women in each quartile

Whilst across the board we have a need to increase the attractiveness of our roles for women, this challenge is especially great in the lower quartile and our entry level roles. The main position in this quartile is that of our Fleet Service Agents, whose main responsibilities include driving our vehicles, cleaning, and checking them for damage but still maintaining high levels of customer service. On the 1st April 2024, women made up just 5% of this population – but made up almost 25% of our Rental Sales Agent and Supervisor population where earnings are heavily incentivised by the uncapped commission structure.

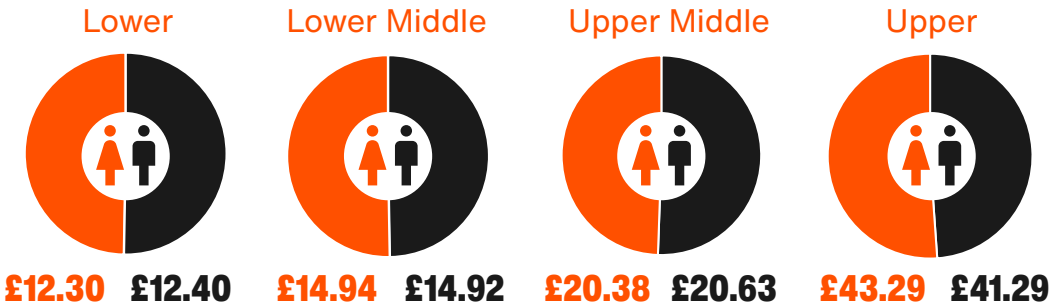
Our Leadership team continues to have a very strong female presence which greatly impacts the Upper Quartile, which has influenced the -35.35% contribution to the gender pay gap in this area. Women made up 35% of the employees in this quartile, compared to on average 20% in the lower and middle quartiles giving it a larger weighting in the gender pay gap calculations.

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.



Mean Pay Gap	0.85%	-0.17%	1.22%	-4.85%
Median Pay Gap	1.08%	-2.67%	0.23%	-8.04%
Contribution to Pay Gap	5.55%	-1.17%	5.41%	-35.35%

04 OUR ACTIONS

Since the last gender pay review, we have made continued progress to help foster the changes we want to see in our business, including:

- Celebrating last year's cohort of management trainees all successfully progressing into Assistant Branch Managers – with 33% of these being women.
- Producing diverse and female-centric job adverts and videos to showcase the diversity within SIXT and attract women into the industry.
- Increasing our operations salaries ensuring equity and consistency in pay ranges based on job role and the area cost of living.
- Beginning a tenure program in our core Operations roles, rewarding them for 2 years of service with a "Senior" title and increased basic rate of pay.
- Conducting a fair pay review for all Manager's and Head Office/Sales colleagues to ensure consistency across job grades through pay ranges.
- Celebrating being honoured on the UK's Best Workplaces for Wellbeing™ list from our Great Place to Work survey and certification in 2023.
- Conducting another thorough review of our organisation through getting Great Place to Work certified for the second year in a row, where we scored higher than the benchmarked large 100 Best Companies on the topics of fairness and inclusion.
- Providing managers with training and coaching to foster a mindset of recruitment that encourages flexibility and adoption of part-time contract options.
- Accelerating our commitment to flexibility by continuously endorsing hybrid office working arrangements and bolstering our family-friendly policies to better support our colleagues, including financially, through enhanced maternity, paternity and adoption leave/pay options.
- Promoting initiatives such as International Women's Day by challenging managers to look at how they can #InspireInclusion and giving the platform to discuss the options available to support them as managers and leaders.



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



05

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.

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.

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.

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.

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).



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