



FINANCIAL SERVICES

2025

GENDER PAY  
GAP REPORT

# 2025 GENDER PAY GAP REPORT

Since the publication of our last Gender Pay Gap results, Stellantis Financial Services UK Ltd (“Stellantis Financial Services”) has made significant progress in its transition. We have aligned our policies and bonus structures, creating a more uniform process for all employees. The results from the snapshot date of 05 April 2023, indicated the existence of two separate company policies and bonus schemes. The bonuses reflected in the snapshot date of 05 April 2024, are still based on the performance of two distinct companies for the previous year.





# MEAN & MEDIAN PAY GAP

2024 snapshot date, mean increased by 0.19%, predominately due to the exclusion of maternity employees from the gender pay data. The salary difference for this excluded group from snapshot date 2023 to 2024 is higher by 25.92%.

The median Gender Pay Gap has improved by 0.87%. More female employees received bonuses in April 2024 compared to April 2023. The bonus payments during the pay period will impact the hourly rate, aligning the overall median.

There was a 69.72% increase in males receiving bonuses in April 2024, and a remarkable 164.44% increase in females receiving bonuses in the same month. This is due to all former PSA Finance employees being eligible for the Annual Incentive Payment Bonus. From the snapshot date of 05 April 2025, all Stellantis Financial Services employees will be eligible for an incentive payment, so we expect to see further improvements next year.

**Difference in mean  
hourly rate of pay**  
(for full-pay relevant employees)

**33.62%**

**Difference in median  
hourly rate of pay**  
(for full-pay relevant employees)

**39.35%**



# BONUS PAY GAP

Male mean reduced by 8.45%, female mean increased by 8.35% in 2024. This is due to 1 female receiving one long term incentive payment in 2023 but one female received 3 long term incentive payments in 2024, this is due to the scheme pay out date change. From 2025 we should see continued improvement due to our revised incentive payment policy as employees at all levels are now eligible.

The median increased by 22.58% in 2024 due to annual incentive bonuses and base salary rate lump sums paid exclusively to former Vauxhall Finance employees. The former PSA Finance bonuses, paid in March 2023, were not included in the gender bonus pay data for the period from April 2023 to March 2024.

A significant portion of the bonuses were allocated to the IT department, which historically has a higher male population. Additionally, the 2024 bonus pay gap increased due to the intercompany transfer of three high-bonus females. While this affected the percentage, it retained valuable knowledge within the business and provided better opportunities for the individuals.

In March 2023, Collective Bonus Scheme bonus payments were made to 91 males and 100 females. These payments were not made in March 2024 due to the company not achieving the required target performance.

Difference in mean bonus  
pay paid to male/female

**45.48%**

Difference in median bonus  
pay paid to male/female

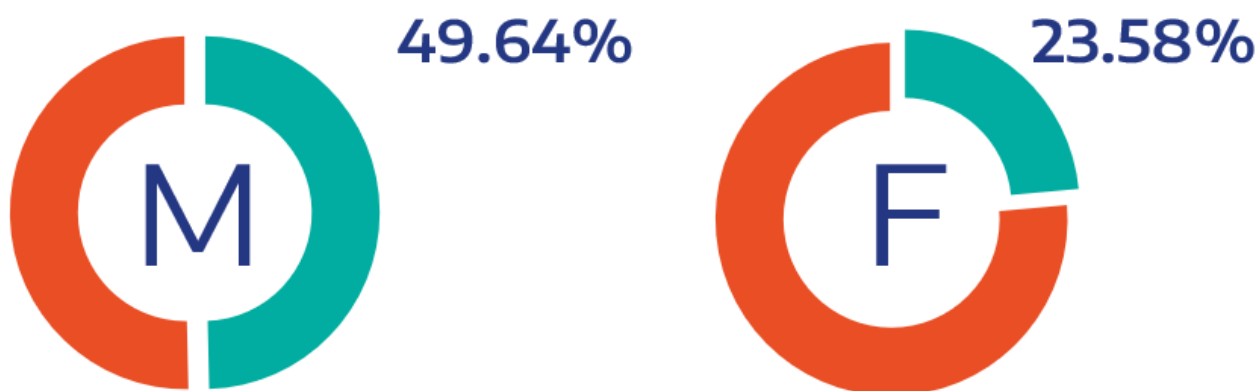
**26.29%**

# PROPORTION OF EMPLOYEES RECEIVING A BONUS

In 2024 there was a 19.96% proportion decrease of male employees and 31.60% proportion decrease of females that received a bonus payment. This is primarily due to the annual incentive bonus to former Vauxhall Finance employees included in the gender bonus gap data as paid in April 2023. The former PSA Finance annual incentive bonus was excluded as paid in March 2023. This would have improved the proportion of female employees receiving bonus, due to the eligibility rules of the previous scheme.

The 2025 gender bonus gap will include incentive payments for all employees which will positively increase the proportion percentages.

Proportion of male and female full-pay relevant employees paid bonus





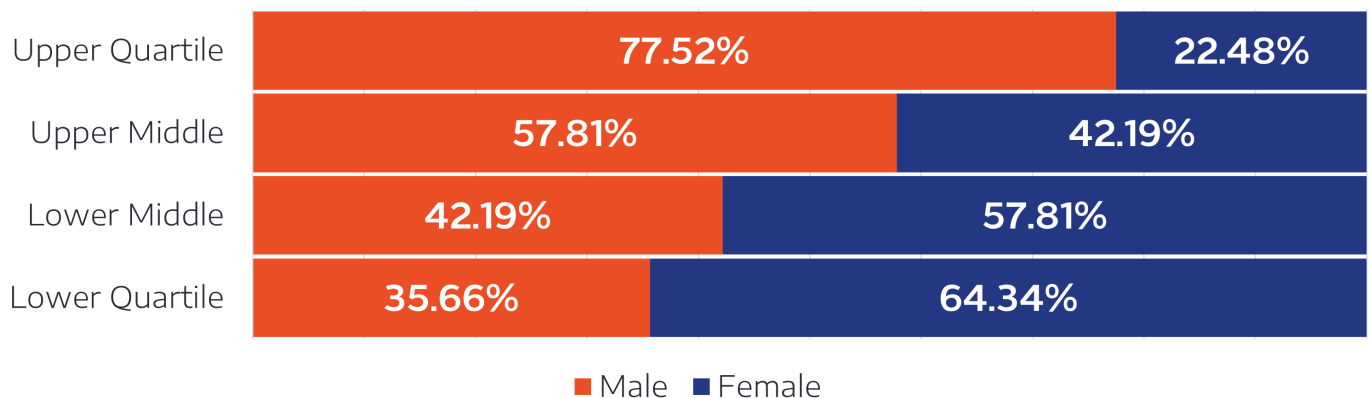
# PAY QUARTILES

Quartile 1 has increased for females by 2.3% due to 70.58% more females commenced employment in 2024 at entry level.

Quartile 2, due to the increase of female employees receiving bonus payments in April 2024 this has resulted in a drop in females in quartile 2 and an increase in females in Quartile 3.

Quartile 3, due to the increase of female employees receiving bonus payments in April 2024 this has increased the female population in this quartile along with the average salary of leavers by gender male 67,212.91, female 39,008.02.

Quartile 4, three female intercompany transfers has reduced the female percentage in quartile 4 but resulted in their further development within the wider company group.







# CLOSING REMARKS

Stellantis Financial Services supports and facilitates an inclusive environment that embraces all that makes us different and recognises the benefits that these differences bring. We value the diversity of our employees and embrace cultural and social differences ensuring that all employees are valued and able to thrive in the workplace, that they can contribute and share their views freely, and have equal access to opportunities

A key focus for Stellantis Financial Services is to continue to develop talent internally through our internal mobility initiatives. Our merger on 03 April 2023 gives us a wider scope for development, internal mobility and career progression.

We will continue to work with all of our employees, and regardless of ethnicity, gender, age, disability, religion or sexual orientation, provide them with opportunities to build their confidence and help them reach their full potential.

We are committed to providing a fair, equitable and mutually supportive working environment for our employees, and this is reflected in the Company's core values and mission, which promote a culture of teamwork, excellence and integrity

We take pride in offering our employees flexible working patterns; we also support part time and flexible working hours and welcome applications for shared parental leave. We are focused on encouraging both men and women to make the most of the flexible working opportunities offered.

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We remain confident as a business that we do not have any processes or practices in place that see people conducting the same role, being paid differently to do so and we remain committed to closing the pay gender gap.

**Signed**

A handwritten signature in black ink, appearing to read 'Sue Gunning', written in a cursive style.

**Sue Gunning**  
**HR Director**

I confirm that the gender pay gap data reported is accurate, in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Signed**

A handwritten signature in black ink, appearing to read 'Martin Page', written in a cursive style.

**Martin Page**  
**Chief Financial Officer**