



STELLANTIS

FINANCIAL SERVICES

2026

GENDER PAY
GAP REPORT

2025 GENDER PAY GAP REPORT

Since the publication of our last Gender Pay Gap results, Stellantis Financial Services UK Ltd have aligned our policies and bonus structures, creating a more uniform process for all employees. As a result, all eligible employees received either the Annual Incentive Payment or Sales Incentive Payments. This marks a significant change from the previous reporting period, when two separate bonus schemes were in place following the merger in April 2023.



MEAN & MEDIAN PAY GAP

The Gender Pay Gap mean is 30.24%, reflecting a positive reduction of 3.38% - an encouraging step toward closing the gap in average pay between genders. It's important to note that 12 female employees were excluded from the calculation due to statutory leave. Had they been included; the mean gap would likely have shown an even greater improvement.

The median Gender Pay Gap is 32.04%, showing a positive reduction of 7.31%. This improvement is partly due to the harmonisation of our bonus policy, which now ensures all employees are eligible for either an Annual Incentive Payment or a Sales Incentive Payment. Additionally, on the snapshot date of 05 April 2025, there were 49 fewer male employees following a post-merger function restructure, which contributed to a reduction in the male median pay and positively impacted the overall median gap.

The gap between relevant employees and those receiving bonuses is now equal, marking a significant milestone in our journey toward gender equality in the workplace. This alignment demonstrates that bonus eligibility is being applied consistently across all employees, ensuring fair recognition and reward for performance.

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

30.24%

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

32.04%

BONUS PAY GAP

The mean bonus pay gap increased by 15.45%, reflecting data from the period prior to the full implementation of our harmonised bonus policy. The 2025 figures reflect the continued impact of operating under two distinct bonus structures, which remained in place following the company's merger in 2023, the reason for this is the bonus pay gap calculation period was April 2024 to March 2025 and the new harmonised bonus structure was paid out in April 2025.

However, we anticipate a significant improvement in the 2026 reporting period, as eligible employees participate either in the Annual Incentive Payment or the Sales Incentive plan since January 2024. This change will be reflected in next year's Bonus Pay Gap report, covering the period from April 2025 to March 2026.

The median bonus pay gap has increased by 32.99%. This rise is primarily driven by higher bonus payments received by male employees in certain areas of the business. These factors have elevated the male median bonus, resulting in a wider gap. While this reflects current industry and organisational structures, the harmonisation of bonus policies is expected to support a more balanced outcome in future reporting periods.

Difference in mean bonus
pay paid to male/female

60.93%

Difference in median bonus
pay paid to male/female

59.28%

PROPORTION OF EMPLOYEES RECEIVING A BONUS

During the period from April 2024 to March 2025, 54.82% of employees received a bonus. This includes 62.5% of male employees and 46.70% of female employees. These figures reflect the transitional phase following the merger in 2023, during which two separate company policies and bonus schemes were still in effect.

As a result, the bonuses awarded during this period were based on the performance frameworks of the two previously distinct organisations. This legacy structure influenced the distribution and proportion of bonuses across the workforce. With the harmonisation of bonus policies now in place, we anticipate a more balanced and equitable bonus distribution in future reporting periods.

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



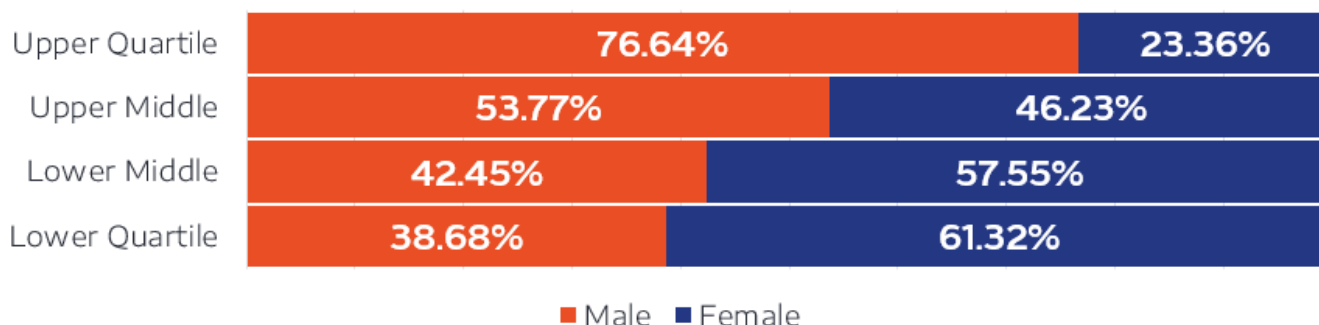
PAY QUARTILES

Quartile 1. An increase in female employees receiving bonus payments led to a shift in quartile distribution, with 10 female employees moving from Quartile 1 to Quartile 2. This movement resulted in a 3.02% decrease in the female representation within Quartile 1.

Quartile 2. In 2025, there was a slight decrease of 0.26% in female representation. This reduction is primarily attributed to statutory absences, where affected employees — those on maternity, adoption, or sickness leave — didn't receive their usual full basic pay. As a result, they were excluded from the bonus calculations, which impacted the overall gender distribution within this quartile.

Quartile 3. As a result of a post-merger function restructure, the proportion of male employees in Quartile 3 decreased, while the percentage of female employees increased, narrowing the gender gap within the quartile, bringing the distribution closer to a 50/50 balance. The outcome reflects progress toward a more gender-equal workforce.

Quartile 4. A post-merger function restructure in 2025 led to a reduction in the proportion of male employees within Quartile 4, while the percentage of female employees increased. This shift contributed to a more balanced gender representation at the upper pay levels. Additionally, one female employee progressed through an intercompany transfer, highlighting ongoing career development opportunities within the wider Stellantis Group.





CLOSING REMARKS

We support and facilitate an inclusive environment that embraces everything that makes us different and recognise the benefits that these differences bring. The diversity of our employees through cultural and social differences is embraced and valued, making sure that everyone is supported and able to thrive in the workplace, contribute and share their views freely, and have equal access to opportunities.

A key focus for us is to continue developing talent internally through our internal mobility initiatives. Our merger on 03 April 2023 has given us a wider scope for development, internal mobility and career progression.

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

As a business, we're committed to providing a fair, equitable and mutually supportive working environment for everyone, and this commitment is reflected in our core values and mission, which promote a culture of teamwork, excellence and integrity.

Offering flexible working patterns is something we take pride in; supporting part-time and flexible working hours and welcome applications for shared parental leave. There is a focus on encouraging both men and women to make the most of the flexible working opportunities available.

(continued over)

We remain confident that we don't have any processes or practices that result in people performing the same role being paid differently, and we remain committed to closing the gender pay gap.

Signed



Neil Hearsey
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



Martin Page
Chief Financial Officer