



Schindler Limited - Gender Pay Gap Report

In line with the UK legislation as a company in the private sector, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and to publish an annual Gender Pay Gap report.

This involved carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it did not involve publishing individual employees' data.

Gender Pay Results

We are required to publish the results on our own website and an Government website. We will do this within one calendar year of 5th April 2025.

The mean gender pay gap for Schindler Limited is 7.07%

The median gender pay gap for Schindler Limited is 12.81%

The mean gender bonus gap for Schindler Limited is 28.71%

The median gender bonus gap for Schindler Limited is 49.29%

The proportion of male employees in Schindler Limited receiving a bonus is 60.54% and the proportion of female employees receiving a bonus is 78.57%.

Pay Quartiles by Gender

Description	Males (%)	Females (%)
Lower - includes all employees whose standard hourly rate places them at or below the lower quartile.	76.7	23.3
Lower Middle - includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.	96.5	3.5
Upper Middle - includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.	92.2	7.8
Upper - includes all employees whose standard hourly rate places them above the upper quartile.	87.1	12.9

I, Jude Hartness, confirm that the information in this statement is accurate.

JHartness

27 March 2026