



## 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 a Government website. We will do this within one calendar year of 5 April 2024.

The mean gender pay gap for Schindler Limited is 18.8%

The median gender pay gap for Schindler Limited is 20.4%

The mean gender bonus gap for Schindler Limited is -0.3%

The median gender bonus gap for Schindler Limited is -58.1%

The proportion of male employees in Schindler Limited receiving a bonus is 72.1% and the proportion of female employees receiving a bonus is 75% .

### Pay quartiles by gender

Description	Males (%)	Females (%)
<b>Lower</b> -includes all employees whose standard hourly rate places them at or below the lower quartile.	72	28
<b>Lower Middle</b> - includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.	95	5
<b>Upper Middle</b> - includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.	93	7
<b>Upper</b> - includes all employees whose standard hourly rate places them above the upper quartile.	88	12

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

Signed:

Date: 2 April 2025