

CREATING EQUITY WITHOUT EXCEPTION

ALD Automotive Limited
Gender Pay Gap Report 2024



DIVERSITY
EQUITY
INCLUSION
THE FUTURE IS YOU
WITHOUT EXCEPTION



WELCOME TO OUR GENDER PAY GAP REPORT 2024

At ALD Automotive, we believe that an inclusive workplace isn't just the right thing to build – it's key to long-term success. When everyone can be themselves, contribute fully, and grow in their careers, we all benefit. Without exception.

That's why we continue to focus on how we attract, support, retain and advance women within our business. From recruitment to leadership development, we're committed to creating real opportunities for progress.

In this report, we share our latest gender pay gap figures and highlight some of the steps we're taking to drive meaningful change. Because transparency matters – and so does action.

The statistics shown here cover ALD Automotive Group Limited. For statistics relating to Societe Generale London Branch (SGLB), Societe Generale International Limited (SGIL), and SG Kleinwort Hambros Bank Limited (Kleinwort Hambros), please refer to their respective websites.

OUR 2024 GENDER PAY GAP STATISTICS

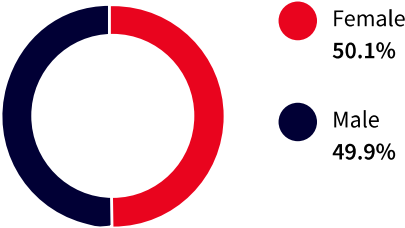
Gender Pay Gap

	Mean	Median
Hourly pay	27.5%	33.5%
Bonus	57.9%	52.5%

Pay quartiles

	Female	Male
Top quartile	30%	70%
Upper-middle quartile	47%	53%
Lower-middle quartile	50%	50%
Lower quartile	73%	27%

Employee population



Proportion receiving bonus



TAKEAWAYS

➔ The majority of our 2024 metrics have remained largely unchanged due to a relatively stable workforce during the previous 12 months, caused by lower natural turnover and reduced recruitment.

➔ The improvement in the fixed pay statistics is due to a better representation of females in the top two quartiles, plus overall a workforce that has remained stable, with lower than usual turnover and less recruitment.

➔ In regard to the bonus payments, in 2024 only the line manager bonus scheme paid out. In previous years a flat payment had been given to all colleagues.

➔ The mean bonus payment stayed the same due to a relatively stable workforce, generally the same line managers were in position as last year.

EMPOWERING EVERYONE. EVERY DAY. WITHOUT EXCEPTION.

Achieving true gender equity isn't just about closing gaps – it's about opening doors. When women have equal access to opportunities, support, and leadership, businesses don't just grow stronger; they drive real change.

At ALD Automotive, we know progress isn't automatic – it's intentional. In 2024, we remain focused on creating an environment where women can thrive at every stage of their careers. From recruiting to leadership development, we're committed to breaking down barriers and championing talent.

The Board and senior manager appointments resulting from merger with LeasePlan UK in 2023 improved our gender diversity, and subsequent changes to our Board structure have further slightly improved the gender diversity in our senior team.

Gender equity isn't just a goal, it's a standard we must set. Without exception.

I confirm that the data reported above is accurate.

Tim Laver, Managing Director, ALD Automotive

April 2025



ALD
Automotive