



Schindler Limited - Gender Pay Gap Report

Schindler is a leading provider of sustainable and smart urban mobility. Together with our customers, we help organise cities: by moving people and goods and connecting vertical and horizontal transportation systems. We engineer vertical mobility to make urban spaces more comfortable, inclusive, and sustainable.

Since our founding in Central Switzerland in 1874, we have been pioneering new technologies and driving innovation. We are combining innovation, technology, and smart mobility with high ethical standards and respect for the environment. In the world's growing metropolises, our products and services enable quality of urban living for current and future generations.

Schindler Ltd is the UK arm of the global business and we are committed to providing an environment where people feel welcomed, embraced and empowered to achieve great things as part of Schindler. And we employ a wealth of backgrounds, experiences, and perspectives that reflects our diverse customer base and the communities where we operate - resulting in a high-performing, engaged team.

At the snapshot date, Schindler Ltd employed 544 employees, of which 478 (88%) were male and 66 (12%) were female.

Gender Pay Results

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.

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 2023.

The mean gender pay gap for Schindler Limited is 14.4%

The median gender pay gap for Schindler Limited is 18.6%

The mean gender bonus gap for Schindler Limited is 34.6%

The median gender bonus gap for Schindler Limited is -14.2%

The proportion of male employees in Schindler Limited receiving a bonus is 67.2% and the proportion of female employees receiving a bonus is 75.8%

Pay Quartiles by Gender



Schindler

Description	Males (%)	Females (%)
Lower -includes all employees whose standard hourly rate places them at or below the lower quartile.	73	27
Lower Middle - includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.	96	4
Upper Middle - includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.	90	10
Upper - includes all employees whose standard hourly rate places them above the upper quartile.	92	8

Schindler confirms that the information in this statement is accurate.

Date: 28 March 2024