

BMW Group Financial Services, UK

GENDER PAY GAP REPORT 2023.

A BMW GROUP COMPANY.

**BMW
GROUP**
Financial Services



INTRODUCTION.

Diversity is the engine of our success – today and in the future – because a diverse workforce is an important force for innovation. The BMW Group believes that diversity is crucial to our ability to perform effectively and will ensure the long-term success of our Company.

The full Board of Management of the BMW Group established a commitment to diversity as part of the Company's human resources and sustainability strategy. In 2011, the BMW Group signed up to the Diversity Charter in Germany and committed itself to creating a working environment free of prejudices. In the UK, BMW Financial Services (GB) Limited are proud to have cultured an environment that celebrates diversity and promotes tolerance, mutual respect, and equality of opportunity.

In this report, we provide our gender pay gap information, identify the reasons behind the gap and our plans to help close it. We continue to support the UK Government's drive for companies to be more transparent on gender pay issues and confirm that the data reported is accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



A stylized, handwritten signature in black ink, appearing to read 'Mike Dennett'.

Mike Dennett
Chief Executive Officer



OUR MEASUREMENT.

At the time of the reporting period, BMW Financial Services (GB) Limited, employed 848 people at its site in Farnborough. There was an even split of employees with 49% of the workforce being male and 51% female. The Gender Pay Gap Reporting Regulations require all employers with 250 or more employees in the UK to report their gender pay gap. The figures reported are based on calculations set out in the Regulations and must be reported every year.

The gender pay gap does not measure equal pay, which relates to what women and men are paid for performing equal work. The principle of equal pay is enshrined in law and we are committed to ensuring ongoing compliance with our equal pay obligations.

DEFINITIONS

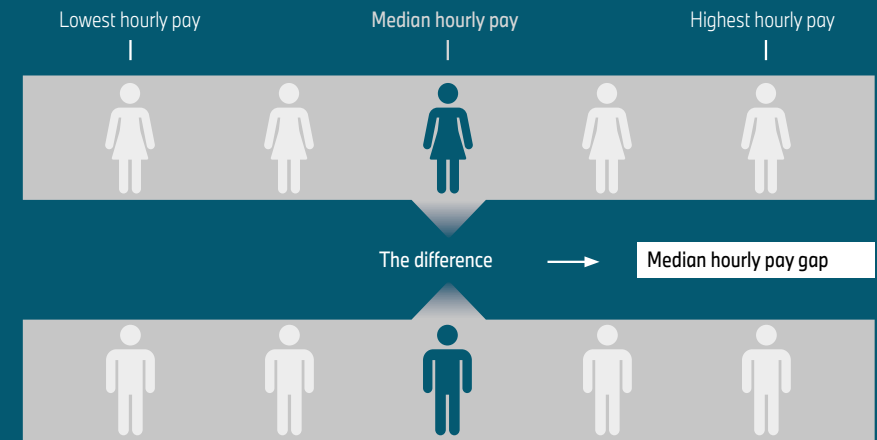
THE PRINCIPLE OF EQUAL PAY IS:

The right for men and women to receive equal pay for equal work.

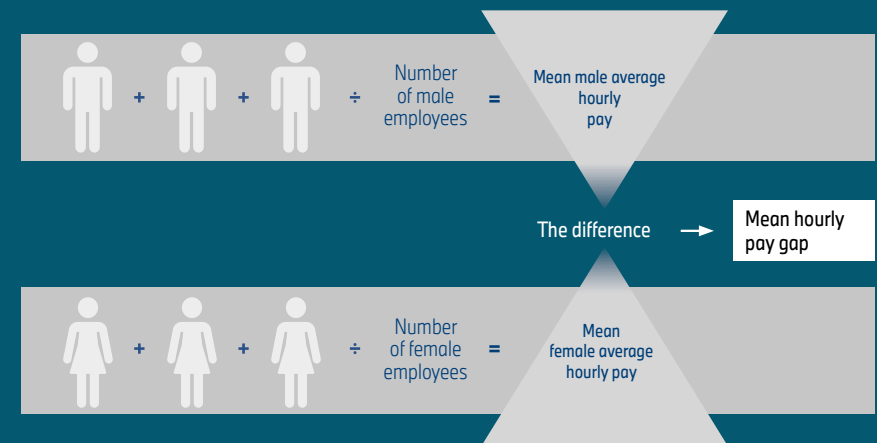
THE GENDER PAY GAP IS:

The difference in the average pay and bonuses of all men and women across an organisation, irrespective of their role or level.

How we calculate the gender pay gap median difference.



How we calculate the gender pay gap mean difference.



OUR FINDINGS.

During this reporting period, BMW Group Financial Services in the UK went through a significant organisational change, and as a result employees from Alphabet (GB) Limited were transferred and are now legally employed by BMW Financial Services (GB) Limited and are counted in this report. At the snapshot date for reporting, there were almost equal numbers of men and women employed by the Company. The new structure of the organisation does mean that we are no longer reviewing like for like changes, however we were encouraged to see that there was a reduction in the median pay gap this year, based on a more even gender split across all levels of the business.

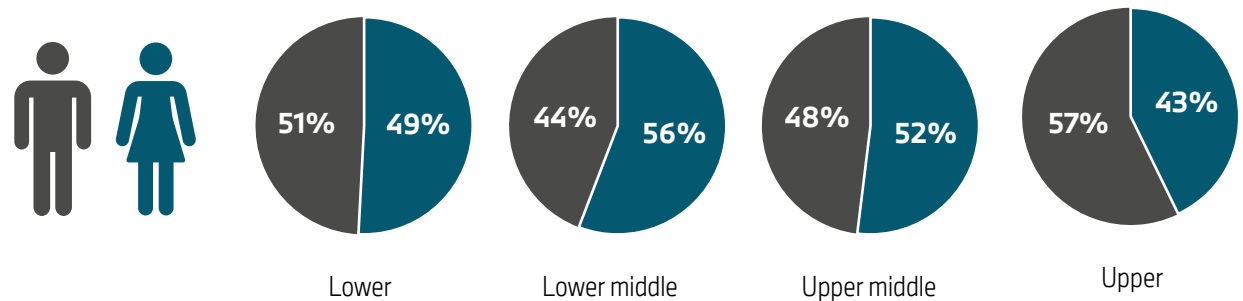
The bonus pay gap relates to the structure of our bonus arrangements, where bonus potential has historically been set as a percentage of salary, which increased with grade. We made a change to our bonus structure in 2021 and we are pleased to see this starting to reduce both the mean and median bonus pay gaps. With less internal transfers we were pleased to see that there was a significant increase in the number of employees who received a bonus, and this has had a positive impact on median bonus pay which has reduced by over 18%.

BMW Financial Services (GB) Limited, is an equal pay employer focused on supporting every employee to reach their full potential. We are confident that men and women are paid equally for doing equivalent jobs.

The Gender Pay Gap data for BMW Financial Services (GB) Limited 2022/23 is as follows:

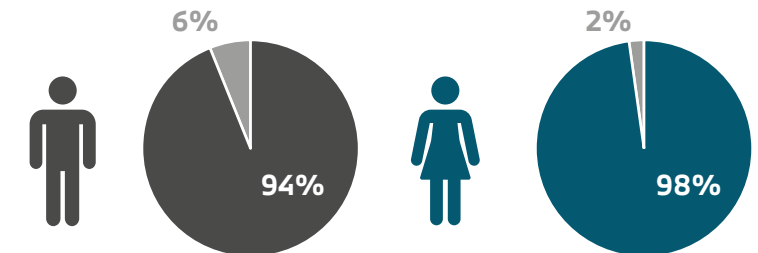
SALARY QUARTILES.

The proportion of males/females in each quartile pay band is as follows:



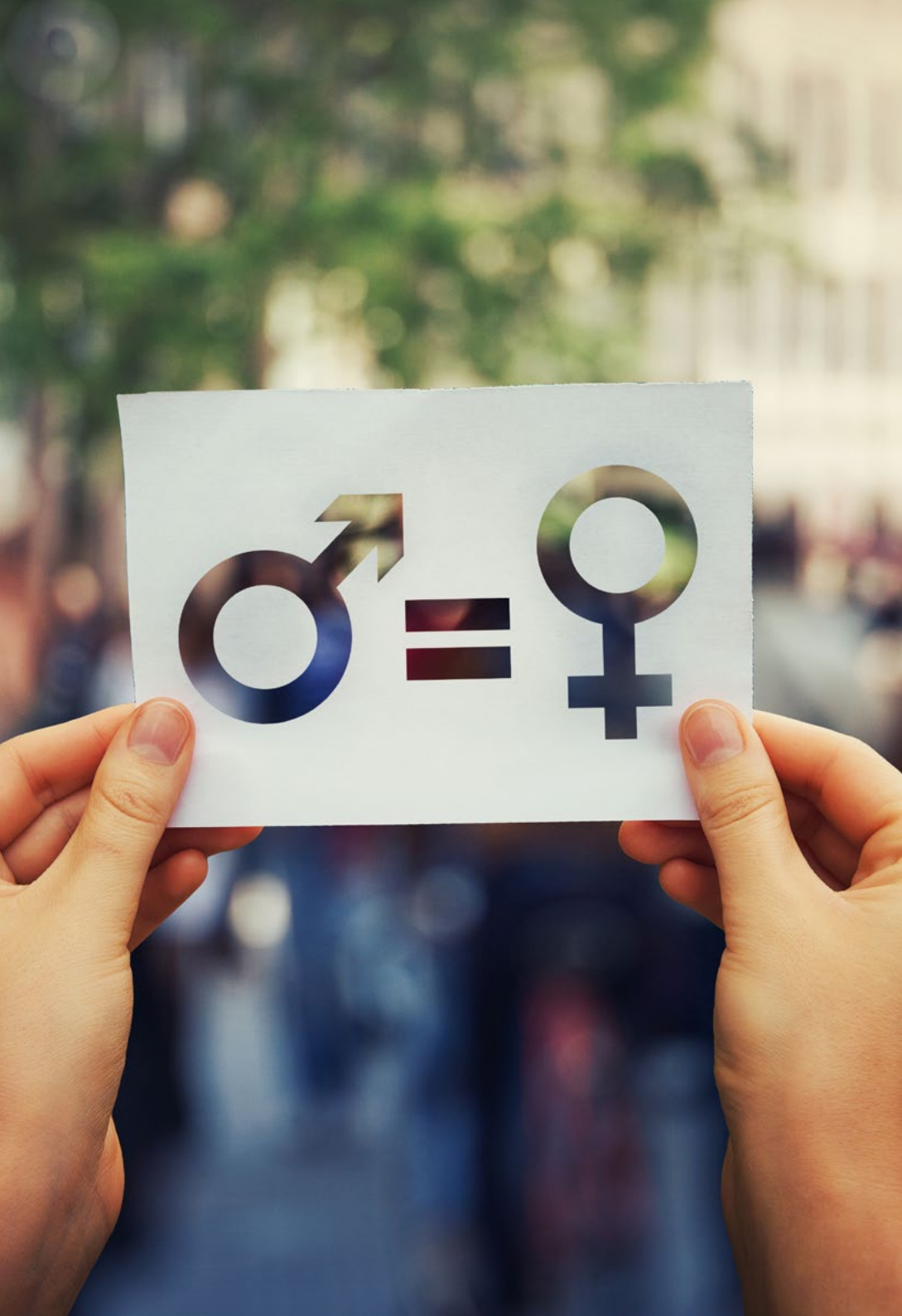
MEAN AND MEDIAN PAY AND BONUS GAP		
	MEAN (Average)	MEDIAN (Middle)
Gender Pay Gap	7.8%	6.9%
Gender Bonus Gap	32.7%	3.0%

Proportion of employees who received a bonus:



- Received bonus
- Did not receive bonus

The Company offers bonus programmes for employees on all levels, which accounts for the high inclusion rate. Eligibility per year is dependent on joining or transfer date.



CLOSING THE GAP.

We are committed to delivering existing and new initiatives to improve our ability to attract, engage and develop women and to achieve a gender balance at all levels of our business. We are confident that achieving this balance will reduce our gender pay gap. We have changed our bonus structure, moving away from the Percentage of Base Pay approach, to a new Equal Value Bonus approach for all employees.



In addition, our Executive Board have committed to a number of objectives aimed at increasing the number of women in senior roles. We have signed up to the HM Treasury Women in Finance Charter, which is a pledge for gender balance in the financial services sector. After achieving our initial target set in 2020, we were pleased to be above average for the number of Women in senior leadership positions in our industry. We had a new and stretching target for 2022 of 45%, which we also over-achieved, obtaining 47% females in leadership roles, really showing our commitment to equal opportunities for all. With the bringing together of the two businesses our 2023 target of 45% was narrowly missed, but we have reset this target for the end of 2024, and are working hard to ensure we succeed.

As part of our wider Responsibility Programme, our strong Diversity, Equity and Inclusion strategy continues to support individual managers and departments in making increased diversity a priority across our Group of companies.

Network Groups are well-established and run by our employees to raise awareness and implement change, covering areas such as; LGBTQ+, Disability and Mental Health. More recently we identified the need for a new group specifically targeting gender diversity in the workplace which launched in early 2022. This group champions issues affecting all genders and has set up a task force specifically to address the gender pay gap and any issues affecting women's career progression within the organisation. This has been welcomed by our board who are very supportive to the initiatives being planned.

CLOSING THE GAP (CONT.)

These include sponsorship of the Women in Automotive network, an international platform dedicated to supporting and empowering women and their allies in the automotive industry. Based on the success from last year, we are once again continuing our sponsorship for 2024. We are also committed to improving support for parents returning to work after parental leave, making this easier for people to balance home and work lives. During 2023 sessions were run to promote flexible working opportunities and specifically targeting fathers, ensuring they are aware of working patterns available and enabling more sharing of childcare between parents.

Prior to the pandemic, many employees based at our Farnborough headquarters had benefitted from a flexible working environment, so we were in a strong position to be able to quickly adapt when faced with the challenges brought on by Covid-19. Employees were able to work from home in most cases, which not only kept them safe but enabled a better work-life balance and allowed employees greater flexibility in managing their time and commitments, particularly for those with carer or parental responsibilities. This has become a permanent change, and our Blended Working principles, give all our employees the flexibility to work where they are most impactful.

We have continued our investment in our People Leaders throughout 2023, specifically around Mental Health and Well-being. Over the last year, we've focused on reducing the risk of bias, and raising awareness and understanding of employment law, handling challenging conversations in the workplace and how to avoid discrimination. We've provided bespoke training for leaders run by our own in-house teams. We are also providing further management training, specifically for new managers, and additional Global Leadership programmes. We are proud to be recognised as a Disability Confident Employer, to allow us to take action to improve how we recruit, retain and develop people with disabilities. This has been assisted by a full review of our recruitment processes to ensure that they are both accessible and inclusive for all.



"BMW Financial Services is an equal opportunities employer, committed to diversity and inclusion; where differences are embraced. Over the past 18 years, my development journey has been supported by many inspirational female leaders and I am proud to now be part of the senior leadership team, where men and women are viewed as equal contributors driving the organisation forward. Our culture encourages continuous learning and we nurture developing talent through intern and apprenticeships and courses like Building Future Leaders. We also offer blended working which has allowed me to enjoy family life without sacrificing my career and I strive to provide the same platform for other emerging leaders."

Alison Simmons
Head of Corporate, SME & Mobility Services

CLOSING THE GAP (CONT.)

DIVERSITY, EQUITY & INCLUSION NETWORK GROUPS

During 2023 our core Diversity and Inclusion Network Groups: PRIDE (LGBTQ+), Embrace (Culture, ethnicity and faith), Ability & Beyond (Visible and non-visible disabilities), Minds Matter (Mental and emotional Wellbeing), ConnectONE (all demographic networking and mentoring) and Unity (gender equality) have continued to grow and work tirelessly to promote a culture that is diverse, equitable and inclusive. One of the many successes over the last year included the signs to accompany our newly refreshed zebra crossings in the colours of the Pride rainbow flag. It's a reminder to all visitors to our Campus, of our support of not just our LGBTQ+ community, but our unwavering commitment to a diverse and inclusive workplace.

We have run a series of guest speakers throughout 2023, including Frank Bruno discussing his challenges with his mental health, Lord Chris Holmes speaking on living with a disability and Jason Robinson who spoke about being the first black English Rugby Captain to name just a few.

We are proud to partner with Leonard Cheshire's Change 100 programme to offer internships to disabled students to increase their opportunity for work, and our understanding of what it means to have a truly inclusive workplace.

Due to the incredible efforts of our DE&I Network Groups, sponsors and stakeholders, we were delighted to improve our standing once again in the TIDE (Talent Inclusion Diversity Evaluation) survey with the Employee Network for Equality and Inclusion (enei). In 2023 we moved from Bronze to the Silver Standard for the first time. We will continue to benchmark ourselves externally to help drive our strategy. Being recognised by external awards for the work that we do in DE&I continued with us winning the Special Recognition award for Diversity and Inclusion at the Credit Awards.

During 2023, Embrace piloted a mentoring scheme with a local school with a goal to remind students that opportunities are open to all, it's been a huge success – receiving positive feedback from both students and mentors on its positive impact. This programme will grow into 2024, reaching more people than ever before.



We continue to measure our success using recognised external benchmarks and during 2023 we were very excited to sign the Race@Work charter. We have also completed our first submission to the Stonewall index and excitedly await feedback.

During 2024 our focus is on understanding our workforce better and we will be launching a voluntary campaign to collect diversity data for our employees. This will allow us to make more targeted decisions and focus our longer-term strategy.

