BMW Group Financial Services, UK

GENDER PAY GAP REPORT 2025.

A BMW GROUP COMPANY.

BMW GROUP
Financial Services

INTRODUCTION.

Our strength and future are fueled by the power of varied experiences and perspectives – a workforce united by differences that ignite relentless innovation and drive us forward. The BMW Group is committed to embracing these differences as essential to our effectiveness and the sustained success of our Company.

The full Board of Management of the BMW Group established a commitment to fostering a workforce with varied backgrounds and perspectives as part of the Company's human resources and sustainability strategy. In 2011, the BMW Group signed up to the Charta der Vielfalt 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 promotes tolerance, mutual respect, equality of opportunity and a range of backgrounds and perspectives.

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.

Mike Dennett
Chief Executive Officer

Sam Jarvis
HR Director, BMW UK

OUR MEASUREMENT.

At the time of the reporting period, Financial Services (GB) Limited, employed 892 people at its site in Farnborough. At the time of the reporting snapshot date, there was an even split of employees with 50% of the workforce being male and 50% 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.

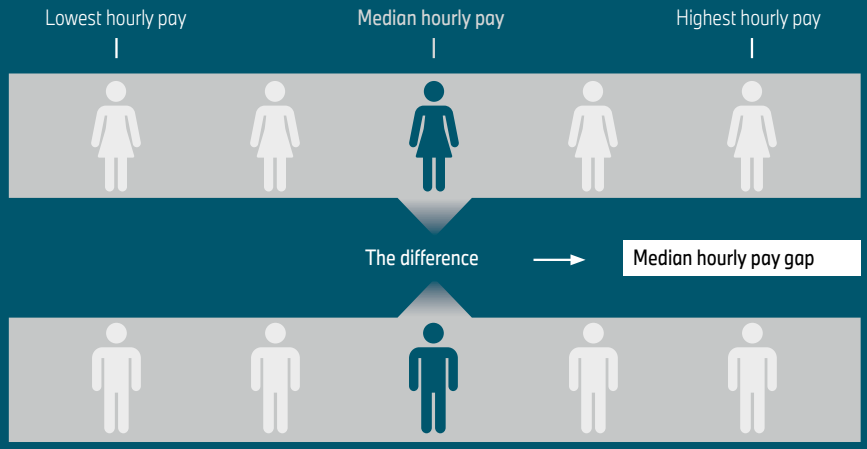
The gender pay gap does not measure equal pay, which relates to what women and men are paid for performing equal work. The principle of equal pay is enshrined in law, and we are committed to ensuring ongoing compliance with our equal pay obligations.

DEFINITIONS

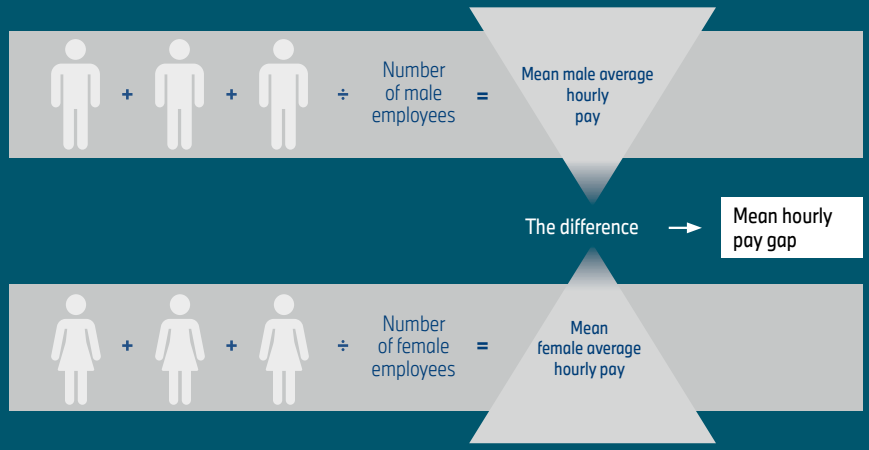
THE PRINCIPLE OF EQUAL PAY IS:
The right for men and women to receive equal pay for equal work.

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.

At the snapshot date for reporting, the Company employed an equal number of men and women. We are pleased to report that the organisational changes implemented in 2023 have now settled, and this year we have observed improvements across almost every area reported. Most notably, the median gender pay gap has decreased by more than 5% compared to 2024.

Both the mean and median bonus gaps have also reduced, primarily because the figures are no longer significantly impacted by the previous organisational restructuring. It is important to recognise that variable pay increases with seniority, which contributes to some of the gap, as there are slightly more men in the top pay quartile.

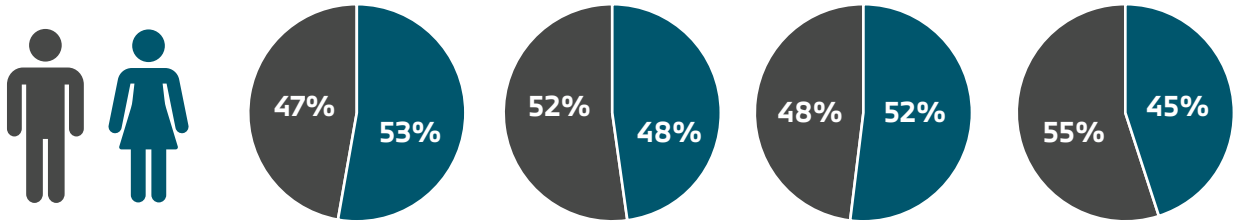
We are encouraged that the percentage of women in the top pay quartile remains high at 45%, a slight decrease of 1% from last year. This change may be attributed to several factors, including the recruitment of more men at senior levels and the departure of senior female colleagues. This reflects the internal mobility within the Group, where many employees take opportunities for career advancement through moves both locally and internationally.

Gender does not affect eligibility for bonus payments. While most colleagues received a bonus, the observed gap is largely due to some employees being ineligible because of their start dates or receiving bonuses through other BMW Group entities following recent transfers into BMW Group Financial Services.

BMW Financial Services (GB) Limited is committed to equal pay and supporting all employees to reach their full potential. We are confident that men and women receive equal pay for equivalent roles.

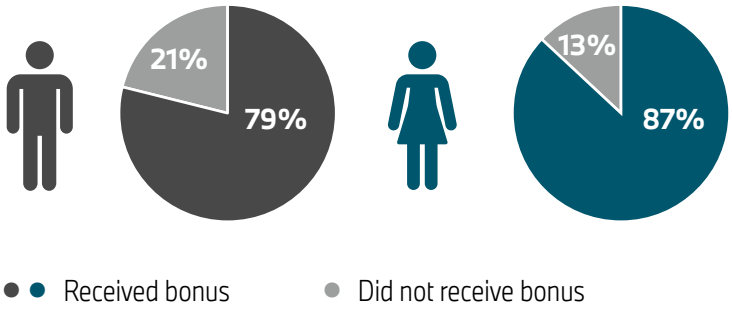
The Gender Pay Gap data for BMW Financial Services (GB) Limited 2024/25 is as follows:

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

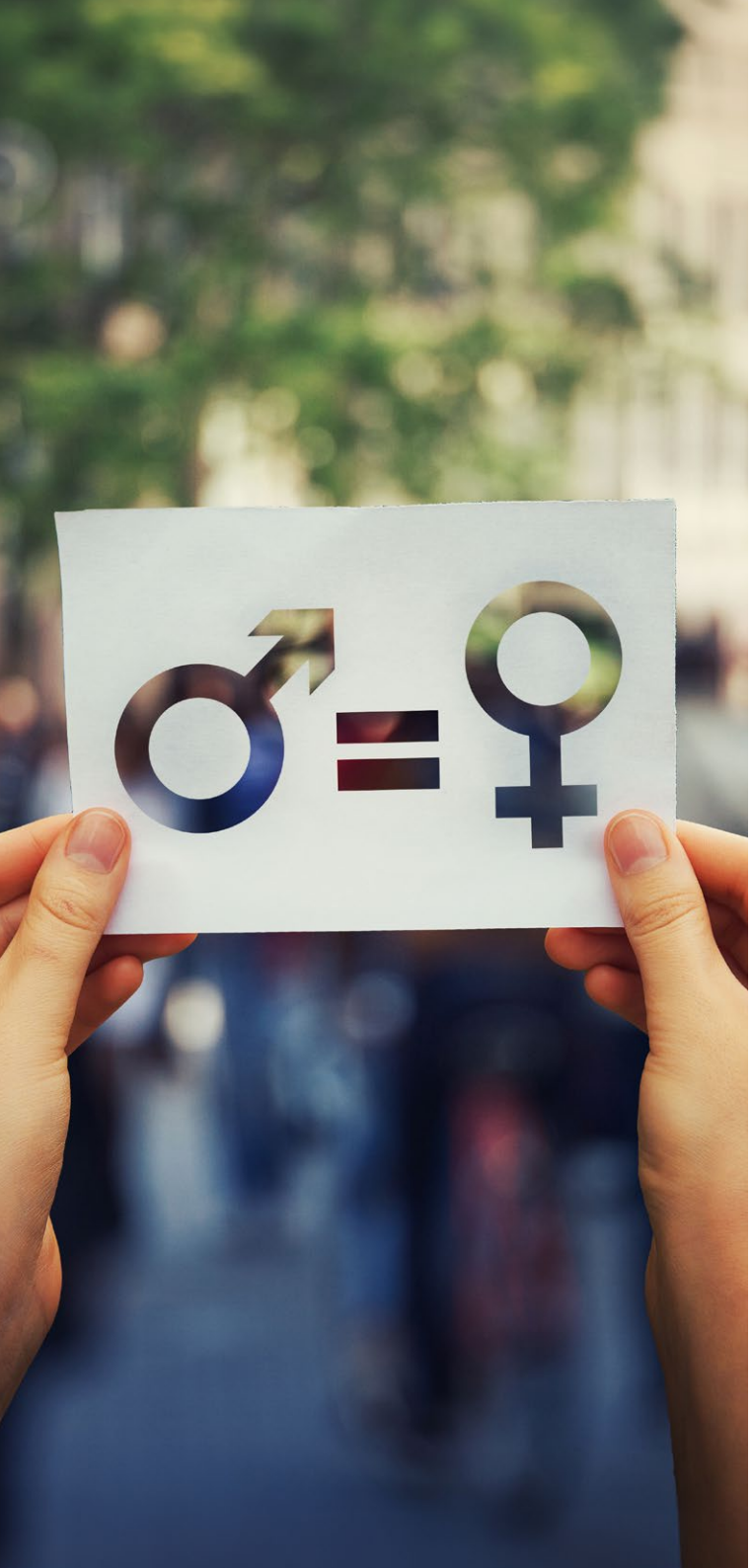


MEAN AND MEDIAN PAY AND BONUS GAP	MEAN (Average)	MEDIAN (Middle)
Gender Pay Gap	8.0%	3.1%
Gender Bonus Gap	34.6%	19.9%

Proportion of employees who received a bonus:



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



OUR COMMITMENT TO CLOSING THE GAP.

We remain deeply committed to advancing both existing and new initiatives aimed at attracting, engaging, and developing women throughout our organisation, with the ultimate goal of achieving gender balance at all levels of the business. We believe that achieving this balance will play a key role in reducing our gender pay gap.

In support of this commitment, we recently revised our bonus structure, transitioning from a Percentage of Base Pay approach to an Equal Value Bonus approach for all employees. In 2025, we also launched a pay transparency programme to further promote fairness and openness.

Our Executive Board has reinforced this commitment with clear objectives to increase the representation of women in senior roles. We proudly continue our pledge as signatories of the HM Treasury Women in Finance Charter, which is dedicated to improving gender balance within the financial services sector. Since surpassing our initial target set in 2020, we have led the industry with above-average representation of women in senior leadership positions. Our ambitious 2022 target of 45% was exceeded, with women holding 47% of leadership roles, demonstrating our strong dedication to equal opportunities.

Although we narrowly missed our 2024 target due to the integration of two businesses, we have reset our goal for the end of 2026 to ensure that at least 40% of leadership roles are held by women, and we are on track to meet this.

As part of our broader Responsibility Programme, our People Engagement strategy, #DrivenByPeople, continues to empower managers and teams across the Group to prioritise a broad range of perspectives and talents. Our Employee Network Groups remain active and impactful, raising awareness and championing change across key areas including gender, LGBTQ+, disability, and mental health.

In 2025, we launched the Inspiring Women campaign to celebrate the achievements of women across our business. Those nominated were invited to a special event featuring Alex Scott MBE, who shared her inspiring journey as a professional footballer and broadcaster in a traditionally male-dominated industry. Her story of resilience and determination was later shared in a well-attended Q&A session, leaving a powerful message for all employees about what can be achieved.

We were also incredibly proud that ten female employees were recognised among the 79 Rising Stars of the UK automotive industry at the 2025 Autocar Great Women Awards. Run in partnership with the Society of Motor Manufacturers and Traders (SMMT), these awards celebrate the best emerging female talent in the automotive sector. The highlight was having one of our nominees crowned the overall winner in the Events category.

CLOSING THE GAP (CONT.)

Our Farnborough headquarters has long championed flexible working arrangements. The option to work from home has significantly improved work-life balance and flexibility, particularly benefiting carers and parents. These practices are now firmly established through our Blended Working principles, which empower employees to choose where they can be most effective.

We remain committed to enhancing support for parents returning from parental leave, helping them to better balance their work and home commitments. To strengthen these efforts, we have introduced a new maternity returner programme that offers tailored mentoring, a buddy system, and dedicated support for managers overseeing employees returning from parental leave. Our ongoing initiatives also promote flexible working opportunities for fathers, encouraging shared parental responsibilities.

Our successful mentoring programme continues to be a key focus, with targeted efforts to support women seeking mentors as well as those interested in mentoring others.

Throughout 2025, we have invested in developing our People Leaders with a focus on Mental Health and Well-being. Our initiatives have included training on reducing bias, employment law awareness, managing challenging workplace conversations, and preventing discrimination. This bespoke training, delivered by external experts alongside our in-house teams, has been well received, and we will continue to deliver Leadership Excellence training throughout 2026.

We are proud to be recognised as a Disability Confident Employer, which supports our commitment to improving recruitment, retention, and development of people with disabilities. This commitment is further reinforced by a comprehensive review of our recruitment processes to ensure they are accessible and inclusive for all candidates.

CLOSING THE GAP (CONT.)

#DRIVENBYPEOPLE: OUR COMMITMENT TO AN ENGAGED WORKFORCE FREE FROM DISCRIMINATION.

At BMW Group, embracing a wide range of perspectives and ensuring fairness is not just a core value—it is the heartbeat of our #DrivenByPeople strategy, embraced at every level and deeply embedded within our culture. We take pride in fostering a workplace where every individual is valued, supported, and empowered to reach their full potential. Our comprehensive approach promotes recruitment that values different perspectives and talents, fair career advancement, and a welcoming environment that celebrates the richness of difference.

A key element of this commitment is the outstanding work of our six active #DrivenByPeople network groups at Summit ONE Farnborough. Led by dedicated voluntary chairs and supported by senior leadership, these networks serve as catalysts for positive change, addressing the unique challenges faced by underrepresented communities including ethnic minorities, women, LGBTQ+ colleagues, and people with disabilities. Their efforts to promote collaboration and open dialogue have helped cultivate a vibrant culture of inclusion throughout the organisation.

Mental health and wellbeing are integral to our mission. Over 100 employees have trained as Mental Health First Aiders, providing vital frontline support, while 48 leaders have completed Mental Health England's Champion training in the past year, enhancing their ability to foster mentally healthy workplaces. These initiatives reflect our holistic approach to employee wellbeing, recognising different needs beyond traditional inclusion areas.

Our network groups also play a crucial role in advancing career opportunities for diverse talent. Our ongoing partnership with the Change 100 programme, which offers paid internships to university students with disabilities, demonstrates our commitment to building an inclusive talent pipeline and creating meaningful career pathways within the BMW Group.

Equally impactful is our School Mentoring programme, which has engaged hundreds of students from a wide range of cultural and ethnic backgrounds over the past two years. Through mentoring, career fairs, and immersive on-site events, this programme raises awareness of career opportunities within BMW Group and the wider industry.

RACE AT WORK CHARTER

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Silver Standard 2025

In 2026, we expanded the number of mentors by one third and launched the "Students of Black Heritage" initiative to support local students with wellbeing resources and interview skills. Looking ahead, a business and enterprise day led by BMW volunteers will inspire 120 local students, further demonstrating our commitment to community engagement.

Classical Pride.

Our groups continue to innovate with initiatives such as ConnectCLUB, which connects colleagues around shared life experiences including parenting and bereavement, alongside broader activity that supports a respectful and supportive workplace. This includes sponsorship of local Pride events, with BMW Group partnering with Brighton Pride in 2024 and Classical Pride in London in 2025, and ongoing support planned for 2026.

Guided by a strong ethos and empowered by leadership, our groups have woven inclusion into the fabric of recruitment, career development, and workplace culture at BMW Group. Through passionate advocacy and impactful programmes in mental health, inclusive recruitment, and community-building, they continue to create a workplace where every employee can thrive and contribute, setting a benchmark for excellence across the industry.

In 2026, we will relaunch a voluntary diversity data collection campaign to gain a better understanding of our workforce. This will enable us to make more targeted decisions and strengthen our long-term strategy.

CLOSING THE GAP (CONT.)

OUR AWARDS AND ACHIEVEMENTS.

Awards and achievements have been a significant highlight of our work over the past year, reflecting the dedication and hard work of our teams both internally and externally. Building on our success at the Autocar Great Women Awards, we were also delighted to celebrate four winners at the inaugural Autocar Drivers of Change Awards, including one who received a Highly Commended recognition for their work with our EMBRACE Network Group.

This recognition exemplifies the values that EMBRACE stands for—advocacy, courage, and leadership—and highlights the real-world impact of their efforts. Additionally, the work of EMBRACE through the Schools Programme was formally acknowledged, with the group Chair appointed as an Enterprise Adviser by Hampshire Council. The programme also contributed to the school we support being recognised by Ofsted as the most improved school in Hampshire. This serves as a powerful reminder of how our engagement beyond the business can create lasting, positive change. Due to their outstanding contributions, EMBRACE was shortlisted for two prestigious awards this year: the ENA and Onvero Awards.

In addition, Minds Matter were finalists in the ENA awards for their exceptional work in mental health awareness and support, including the provision of Mental Health First Aiders on-site to assist colleagues experiencing mental health challenges or emotional distress, and a comprehensive package including both training and a support hub for both managers and employees.

top EMPLOYER United Kingdom 2025 FOR A BETTER WORLD OF WORK

Once again, in 2025, we were honoured to be recognised as a Top Employer in the UK. With continual year-on-year improvement, we now rank well above both the global and UK benchmarks. We were also acknowledged for our strong commitment to diversity and inclusion at the Car Finance Awards winning for the third year in a row. Our initiatives, such as the launch of our neurodiversity guide, resonated strongly with the judges. This achievement reflects our shared values and ongoing dedication to fostering an inclusive workplace.

Furthermore, we were proud to be highly commended in the Fleet News Wellbeing Award category, recognising organisations that have cultivated a culture of emotional, mental, social, and physical wellbeing for their employees.

FleetNews WELLBEING AWARD 2025 FINALIST