

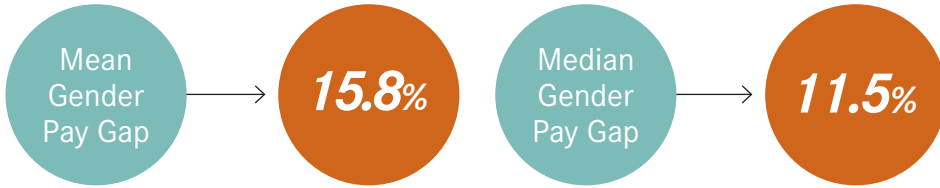
UK GENDER PAY REPORT

2021

Mercedes-Benz



PAY DIFFERENCE BETWEEN WOMEN AND MEN

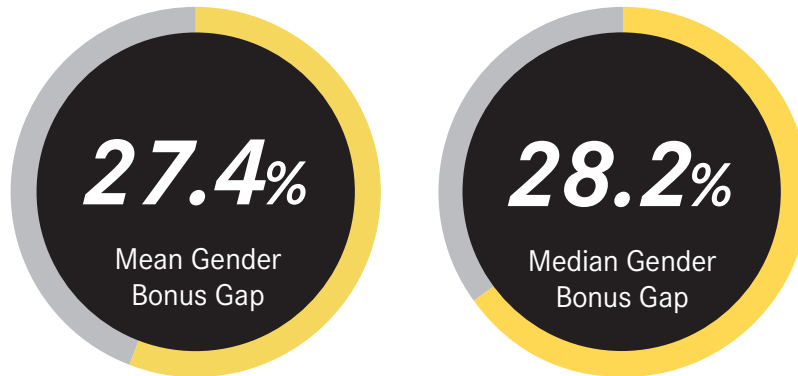


Gender Pay Gap figures show a snapshot of average hourly pay levels, by gender, for all colleagues during a standard time period, irrespective of position held and/or grade. The graphic above shows the average differences between the earnings of males in comparison to females, expressed as a percentage.

This figure is distinct from Equal Pay, which considers the pay for men and women undertaking the same work, or comparable roles. We are confident that we pay equitably for all colleagues who carry out the same or comparable roles within our business.

BONUS DIFFERENCE BETWEEN WOMEN AND MEN

Our annual bonus and incentive rewards are based on a structured set of criteria to promote consistency. Our bonus opportunities are the same for all colleagues and, regardless of gender, all colleagues have equal access to benefits relevant to their role.



The figure on the right shows our Bonus Pay Gap averages. The difference in mean and median bonus pay is calculated using the total bonuses paid over the

preceding 12-month period and is not adjusted for pro-rated bonuses paid to our part-time colleagues. Part-time colleagues make up 10%

of our overall team (91% of this being our female colleagues).

PROPORTION OF COLLEAGUES RECEIVING A BONUS

The figure below shows the percentage of male relevant colleagues and the percentage of female relevant colleagues who received a bonus over the preceding 12 months. Colleagues eligible for a bonus, who were paid outside of this period, aren't captured.



PAY QUANTILES ACROSS MERCEDES-BENZ CARS UK LTD

The pay quartiles below show four equal hourly paid quartiles and the percentage gender distribution across each. The chart below represents a snapshot of our pay quartiles.

Gap Quartile	Female	Male
Upper	31%	69%
Upper Middle	52%	48%
Lower Middle	50%	50%
Lower	62%	38%
Total	49%	51%

I confirm the gender pay gap results contained in this report are accurate.

Rachael Edwards

Rachael Edwards
HR Director
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