

UK GENDER PAY REPORT

2020

Mercedes-Benz



PAY DIFFERENCE BETWEEN WOMEN AND MEN

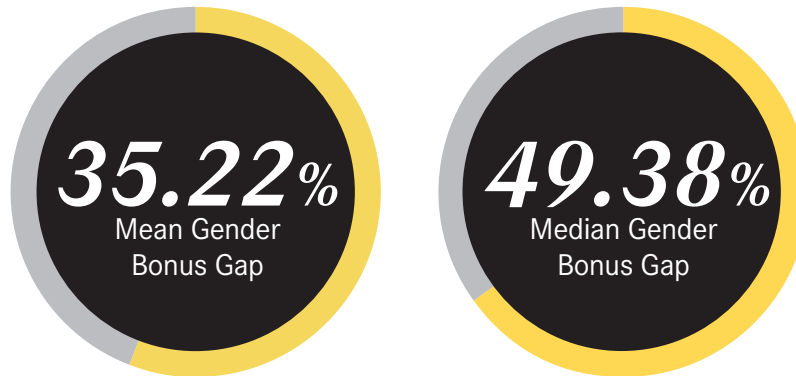


Gender Pay Gap figures show a snapshot of average hourly pay levels, by gender, for all colleagues during a standard time period, irrespective of position held and/or grade.

The graphic above shows the average differences between the earnings of males in comparison to females, expressed as a percentage.

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 7%

of our overall team (73% 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.



PAY QUANTILES ACROSS MERCEDES-BENZ RETAIL GROUP 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	10%	90%
Upper Middle	15%	85%
Lower Middle	26%	74%
Lower	32%	68%
Total	21%	79%

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

Angela Shepherd
CEO,
Mercedes-Benz Retail Group UK Ltd

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