



At Pod Point we celebrate the unique mix of individuals that make up our amazing team. We recognise the value that diversity of thought, skills and experiences can bring and we're committed to fostering an environment where every member of our team can thrive and contribute to our mission.

In order to do that we need to take positive action, using data and feedback to inform policies, processes and targeted initiatives that promote a fair and equitable people experience. Once such measure is the gender pay gap.

## What is the Gender Pay Gap?

Under the UK Government's Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees need to report their gender pay gap. The gender pay gap shows the difference in the average earnings of men and women across an organisation, regardless of their roles or industry sectors. The statistics can be affected by a range of factors, including the different number of men and women across all roles right across the workforce. The gender pay gap is different from equal pay. 'Equal pay' is about men and women receiving equal pay for the same jobs, similar jobs or work of equal value. Equal pay for equal work across male and female employees has always been central to our beliefs, and we are confident that we have sufficient review processes in place to make this happen.

## Under the regulations there are two ways to measure the pay gap

1. **Median pay gap:** The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between pay for the middle woman compared to the middle man.
2. **Mean pay gap:** The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within a company.

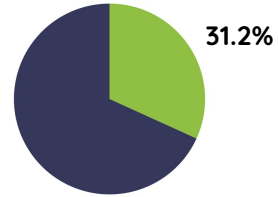
## Pay Gap Analysis

● Women
 ● Men

### Relevant Employees

(at 5th April 2023)

**31.2%** of all our employees are female, which is a small decrease from 32% in 2022.

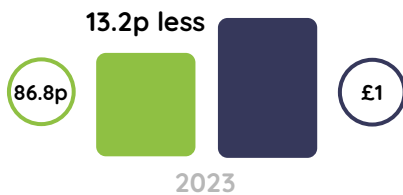


## Hourly Pay Gap

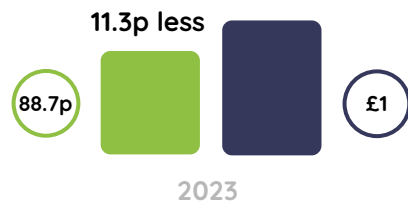
When comparing median hourly pay at a total company level, our female employees earn **88.7p for every £1** earned by male employees. That means our median pay gap has increased from **2.5% in 2022** to **11.3% in 2023**. This indicates that there's a larger disparity in pay between genders at the middle point of the salary distribution. This was driven by an increase in highly paid males in the organisation.

There was a marginal increase in our mean gender pay gap, from **12.8% in 2022** to **13.2% in 2023**.

### Mean Pay Gap



### Median Pay Gap



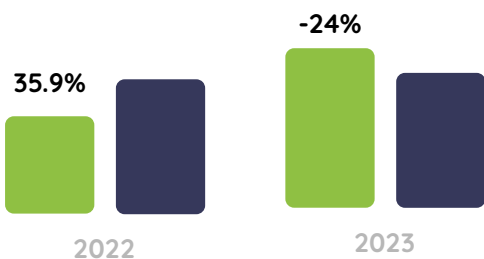
## Bonus Pay Gap

The second part of the gender pay gap is the bonus element.

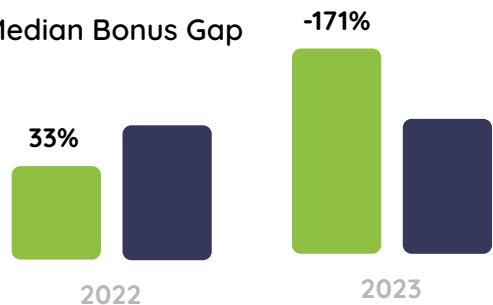
Of our overall team, **22.5%** of our female employees received a bonus payment vs **74.7%** in the previous year. This reduction was expected due to a tenure based bonus payment that was paid to all employees in 2022.

We've seen a notable improvement in both measure of the bonus pay gap. The mean bonus gap went from **36%** to **-24%** and the median **33%** to **-171%**. A negative gap means that, on average, women received higher bonuses than men so this is a notable improvement.

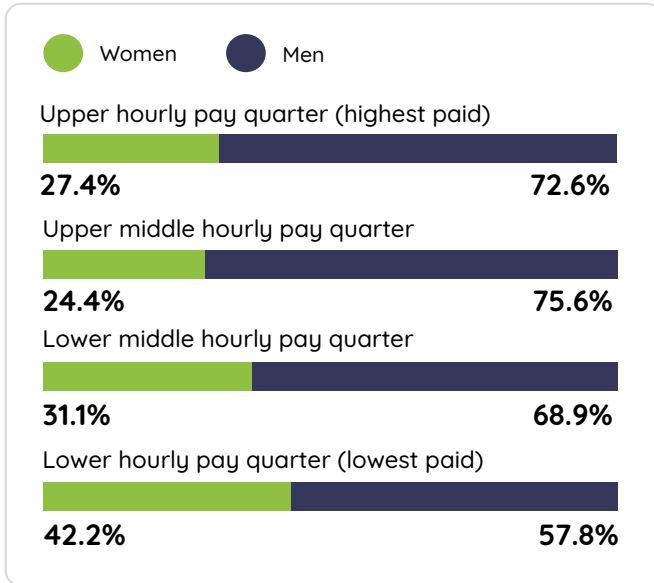
### Mean Bonus Gap



### Median Bonus Gap



## Percentage of Women in each Pay Quarter



This is an important measure for Pod Point as it is a key focus to ensure we increase the gender diversity of our business, specifically in leadership roles. Using salary paid in 2022/2023, we divide up our total employee base into four equal parts (quartiles), we can then see the gender pay gap between the four different salary groupings.

Through 2022/2023 we have increased the % of females in the upper quartile. This is a result of recruiting more female senior leaders, but also promotions within the company.

The same internal mobility can be seen when comparing the lower and lower middle quartiles. There is a 4% reduction in women in the lower level and an 8% increase in women in the lower middle quartile suggesting a shift due to promotions or pay increases.

## Key Facts 2022/2023

### Bonus Eligibility

**Women**  
74.7%

**Men**  
77.1%

Pay Quarter	Women (%)	Men (%)
Upper hourly pay quarter (highest paid)	27.4%	72.6%
Upper middle hourly pay quarter	24.4%	75.6%
Lower middle hourly pay quarter	31.1%	68.9%
Lower hourly pay quarter (lowest paid)	42.2%	57.8%

### Hourly Pay Gap

<b>13.2%</b> Mean Pay Gap	<b>11.3%</b> Median Pay Gap
↓ 2022: 12.8%	↓ 2022: 2.5%

### Bonus Pay Gap

<b>-24%</b> Median Bonus Gap	<b>-171%</b> Median Bonus Gap
↑ 2022: 36%	↑ 2022: 33%

I confirm that the information and data provided is accurate and in line with mandatory requirements.

Hilary Pearl  
Chief People Officer

This report is prepared for Pod Point Limited and excludes the Group Executive Directors, as they are employees of Pod Point Group Holdings plc. The report is based on snapshot data as of 5 April 2023.