

Enterprise Rent-A-Car UK Ltd. Gender Pay Gap Report 2025

Introduction

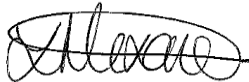
At Enterprise Rent-A-Car UK Ltd., we are striving to build a workplace where everyone has opportunities to progress their career. This report, which is required by the UK Government, compares the earnings of men and women across the organization. In line with statutory reporting requirements, the gender pay gap is calculated using both mean and median hourly pay and bonus figures, based on all UK employees, regardless of role or level of seniority. Employee retention is important to the organisation and Enterprise Rent-A-Car UK Ltd. supports employee development by fostering a promote-from-within culture.

2025 Gender Pay Gap Data

Enterprise Rent-A-Car UK Ltd. works with a third-party consultancy to build and run statistical models to assess differences in compensation based on gender. We have provided data that considers relevant earnings for all UK-based employees, based on the UK government’s methodology. The below results are based on a snapshot date of 5 April 2025.

Statistic	2025
Hourly Pay Gap – Median	1.9%
Hourly Pay Gap – Mean	20.5%
Receiving Bonus	Men 60.4% Women 56.9%
Bonus Pay Gap - Mean	60.7%
Bonus Pay Gap - Median	59.5%
Pay Quartile - Upper	Men 73.9% Women 26.1%
Pay Quartile - Upper Middle	Men 65.3% Women 34.7%
Pay Quartile - Lower Middle	Men 64.2% Women 35.8%
Pay Quartile - Lower	Men 62.3% Women 37.7%

I confirm the data reported is accurate.



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