



EUROTUNNEL SERVICES LIMITED GENDER PAY REPORT 2023

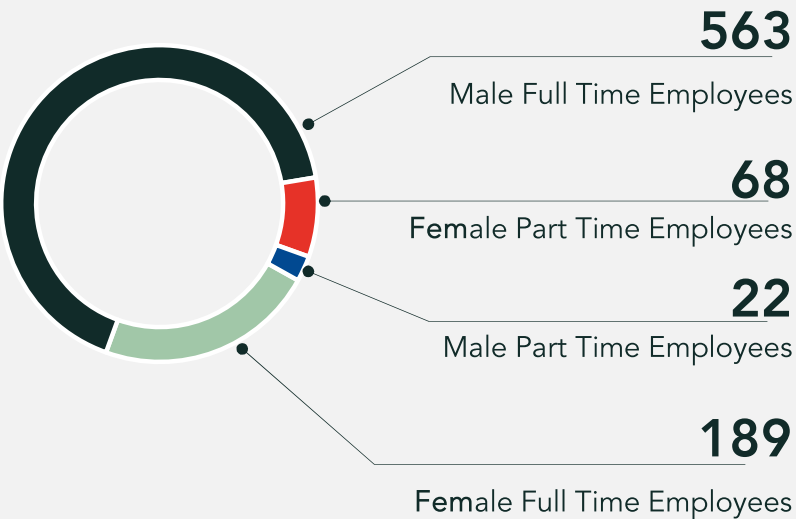
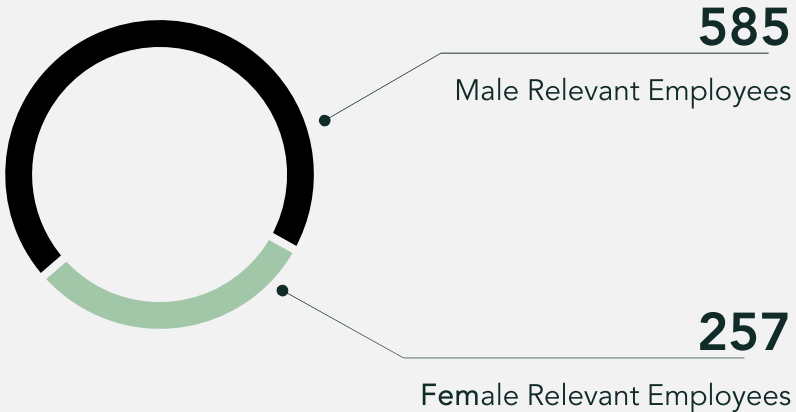
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GENDER PAY DATA

RELEVANT EMPLOYEES

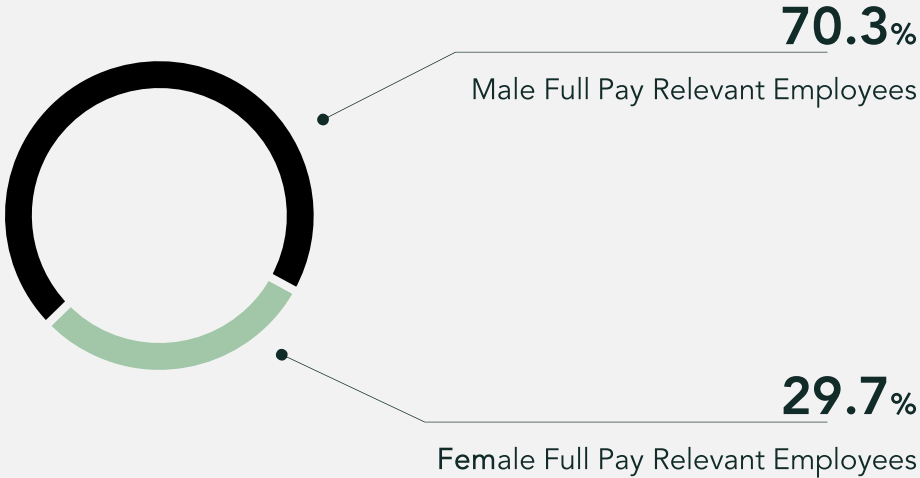


The nature of our business means that certain roles predominantly attract male employees. These roles tend to be within our maintenance and engineering divisions and train drivers.

Eurotunnel is committed to offering its workforce flexible working opportunities and accommodating part time working where possible.

Of our female relevant employees, over 26% are part time and for male relevant employees, around 4% are employed on part time contracts.

ORDINARY PAY



Eurotunnel adheres to the HAY evaluation process for setting pay rates within salary banded positions. Since 2006, for all other positions, Eurotunnel operates a 'Rate for the Job' policy which ensures that all employees are paid the same salary for performing the same job. It is recognised that Eurotunnel, whilst adhering to an equal opportunities policy, is a largely male dominated environment.

ORDINARY PAY

GENDER PAY GAP

MEAN ORDINARY PAY GAP
14.9%



Eurotunnel's Mean Ordinary Pay Gap has increased from 13.0% as reported for 2022

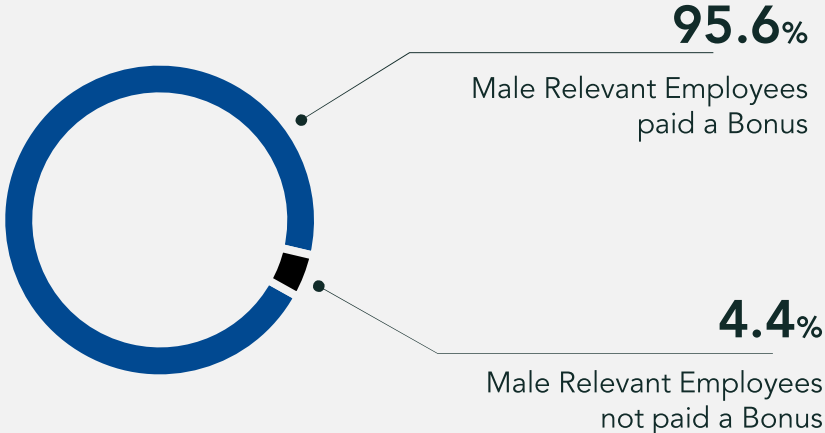
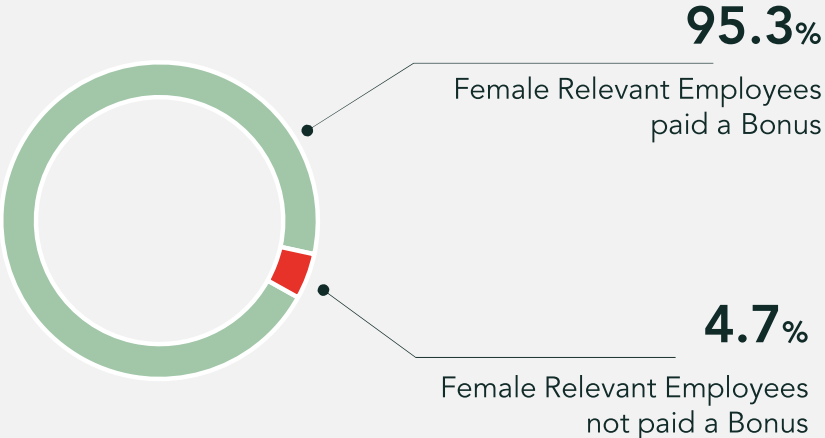
MEDIAN ORDINARY PAY GAP
19.1%



Eurotunnel's Median Ordinary Pay Gap has decreased from 19.3% as reported for 2022

Our median Gender Pay Gap in terms of ordinary pay has reduced this year. Certain areas of our business, such as Infrastructure maintenance and Mechanical & Engineering departments have historically lent themselves to a mainly male workforce and, with the technical competencies and qualifications required for these roles, salaries tend towards the upper middle and upper quartiles. Whilst our salary structures ensure that employees within these roles are rewarded equitably, our ordinary pay gap reflects our predominantly male population.

BONUS PAYMENTS



Eurotunnel offers our employees access to generous bonus schemes, in the form of an annual general bonus and a four-monthly quality of service bonus. Our bonus schemes are based on the Company's operating performance, financial results and delivery of a quality service to our customers.

A similar percentage of male and female employees benefit from the Company bonus schemes

BONUS PAYMENTS

BONUS PAY GAP

MEAN BONUS GAP

4.1%



Eurotunnel's Mean Bonus Gap has decreased from 7.2% as reported for 2022

MEDIAN BONUS GAP

5.8%



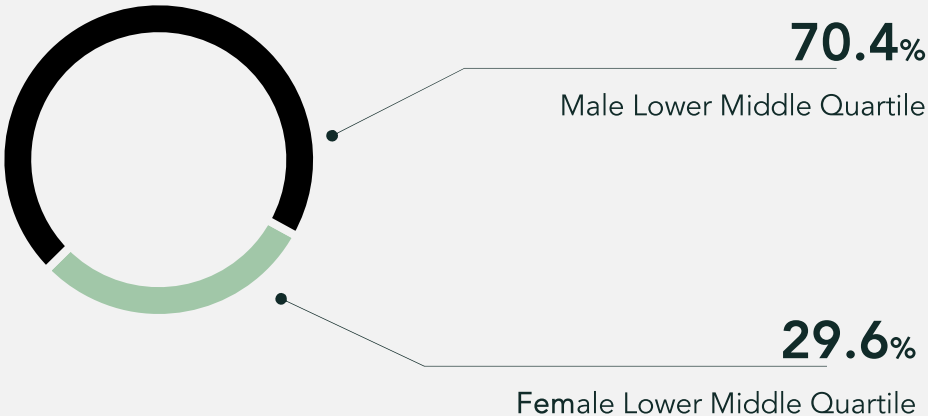
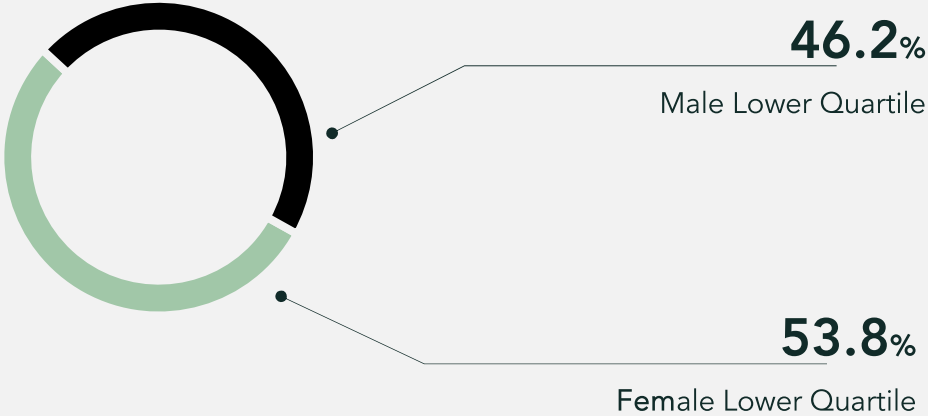
Eurotunnel's Median Bonus Gap has decreased from 6.3% as reported for 2022

Eurotunnel believes that it offers fair bonus schemes to female and male colleagues alike, with gender parity in those receiving bonuses.

Our median Gender Bonus gap this year shows a reduction from the gap reported for 2022. The remaining Gender Bonus gap is due to:

- The difference in the part-time ratio between females and males: 26.5% of relevant females are part-time compared to 3.8% of relevant males. The gender gap for bonuses does not make allowances for this in the calculation.
- A male population weighting in certain departments reflects in the annual general bonus which is salary related.

ORDINARY PAY GAP BY QUARTILES

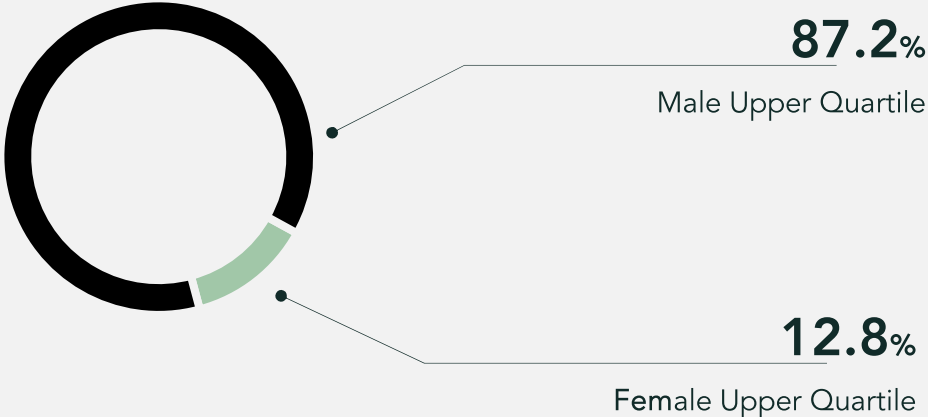
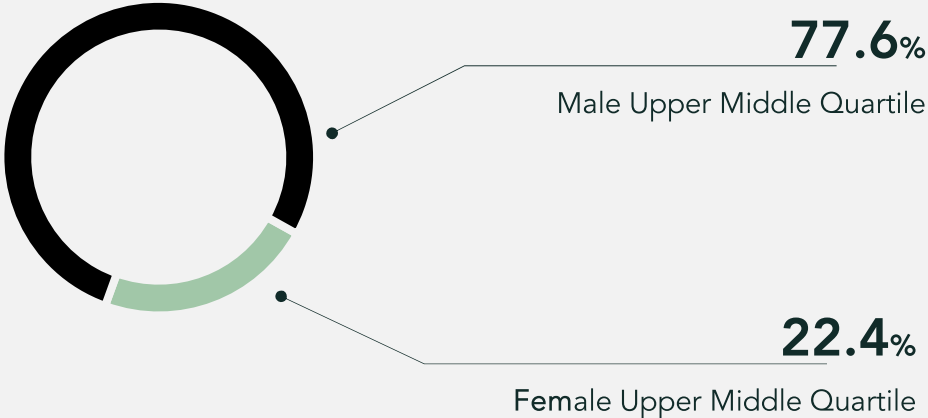


Lower Quartile
Median Pay Gap
4.4%

Lower Middle Quartile
Median Pay Gap
-2.7%

The small variance in median pay between male and female rates within each quartile, means that employees are paid equally for the types of roles that they fulfil within these quartiles.

ORDINARY PAY GAP BY QUARTILES



Upper Middle Quartile
Median Pay Gap
4.6%

Upper Quartile
Median Pay Gap
-0.5%

The number of female to male employees decreases the higher the pay quartile. This is due to a number of roles in our Company attracting a predominantly male workforce.

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GENDER PAY SUMMARY



GENDER PAY SUMMARY

KEY FINDINGS

Eurotunnel's overall median gender pay gap at April 2023 is 19.1%, down from 19.3% in 2022. Our data is based on our full pay relevant workforce at 5 April 2023, which is 70.3% male and 29.7% female.

The nature of our business means that the highest paid roles predominantly attract male employees. These roles tend to be within our maintenance and engineering divisions and train driver population. Whilst Eurotunnel undertakes robust and unbiased recruitment processes, we recognise that it is predominantly males who apply for these types of roles.

Our median bonus pay gap of 5.8% for bonuses paid to over 95% of both male and female employees, reflects the standardisation of our bonus schemes across the majority of our staff. The remaining bonus pay gap reflects that a far higher proportion of our female employees are part-time workers (over 26%) compared to males (less than 4%). The level of part-time workers is indicative of the Company's commitment to Flexible Working arrangements.

The Company continues to strive to ensure that females are equally represented at senior management level in the UK. Our robust external recruitment processes as well as group wide people development tools are helping the Company identify the necessary skills and talents across both female and male employees and encouraging development at senior management level.

GENDER PAY SUMMARY

COMPANY STATEMENT

Eurotunnel is committed to the principle of gender pay equality. A group wide Charter of gender equality was launched in the UK during 2020, focusing on four key topics; recruitment, career development, work-life balance and pay. The Company will continue to focus its efforts on these topics to improve the gender balance of our workforce at all levels, demonstrating our firm and ongoing commitment to diversity and inclusion.

Our 2023 gender pay gap report has been prepared in line with mandatory requirements.

Matthew Webb



Eurotunnel Human Resources Director UK
March 2024

