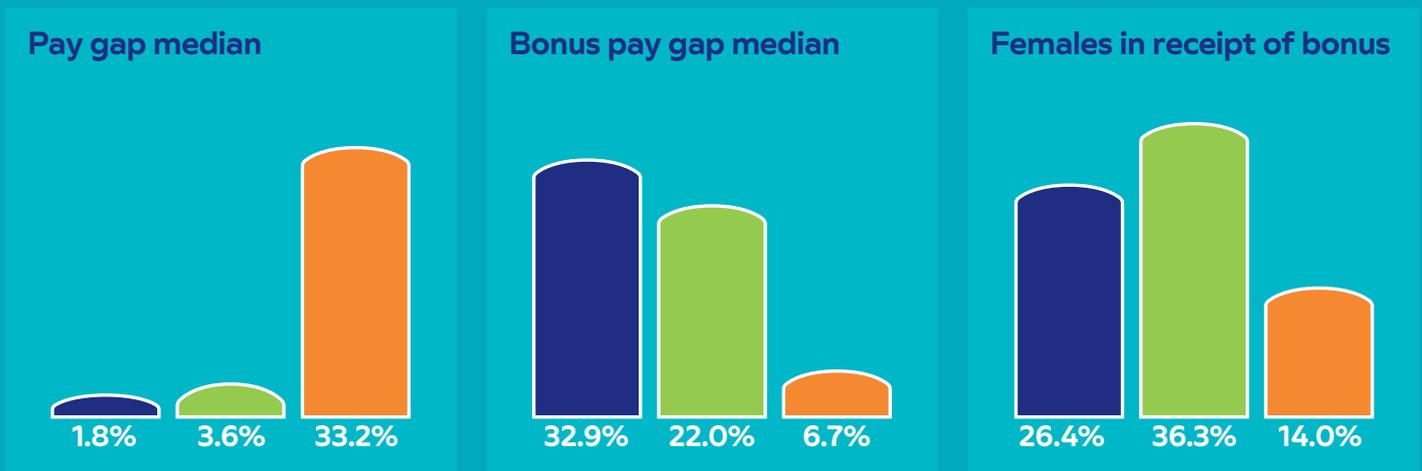
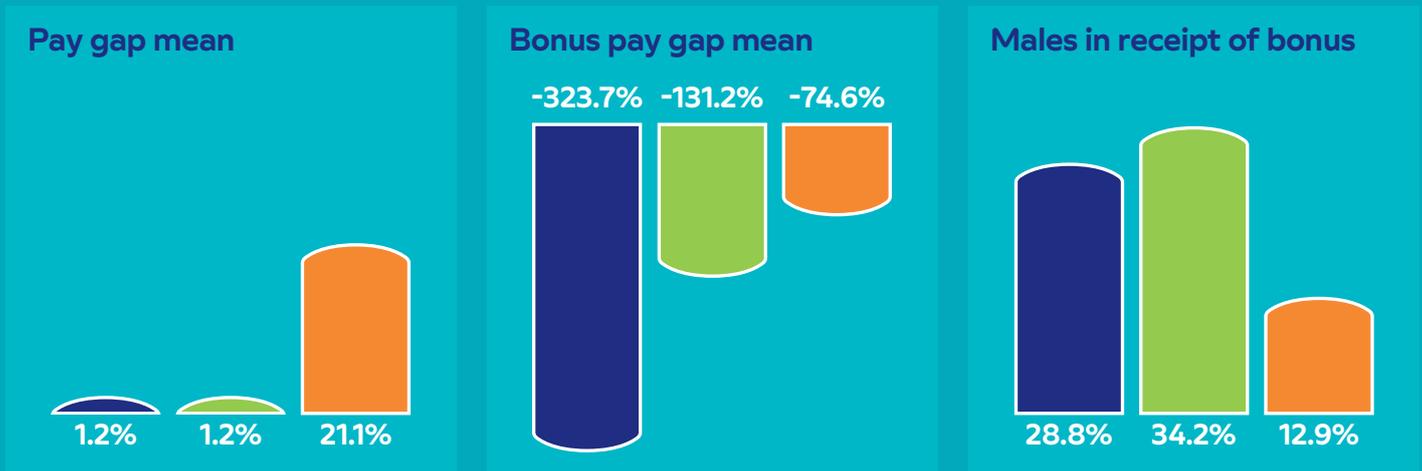


Summary of Arriva UK's 2025 gender pay gap



● All reportable Arriva UK entities*
 ● UK Bus
 ● UK Trains

Quartile data	Quartile 1		Quartile 2		Quartile 3		Quartile 4	
	Lowest hourly rates						Highest hourly rates	
	Male	Female	Male	Female	Male	Female	Male	Female
All reportable Arriva UK entities*	81.6%	18.4%	87.5%	12.5%	83.9%	16.1%	87.0%	13.0%
UK Bus	85.2%	14.8%	90.9%	9.1%	89.7%	10.3%	90.7%	9.3%
UK Trains	61.6%	38.4%	70.1%	29.9%	83.9%	16.1%	88.1%	11.9%

*Arriva operates 19 businesses in the UK which employ 250 or more people.

UK gender pay gap reporting data

	Pay gap		Bonus pay gap		In receipt of bonus		Quartile 1		Quartile 2		Quartile 3		Quartile 4	
	Mean	Median	Mean	Median	Male	Female	Lowest hourly rates		Male	Female	Male	Female	Highest hourly rates	
							Male	Female					Male	Female
All reportable Arriva entities*	1.2%	1.8%	-323.7%	32.9%	28.8%	26.4%	81.6%	18.4%	87.5%	12.5%	83.9%	16.1%	87.0%	13.0%
Arriva Ltd	-12.8%	-14.9%	-79.6%	16.4%	26.8%	41.5%	72.4%	27.6%	65.5%	34.5%	69.0%	31.0%	55.2%	44.8%
UK Bus reportable entities	1.2%	3.6%	-131.2%	22.0%	34.2%	36.3%	85.2%	14.8%	90.9%	9.1%	89.7%	10.3%	90.7%	9.3%
Arriva UK Bus Ltd	29.2%	38.4%	-5.8%	8.7%	35.7%	19.1%	23.0%	77.0%	47.3%	52.7%	67.6%	32.4%	68.0%	32.0%
Arriva Cymru Ltd	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	90.6%	9.4%	90.6%	9.4%	85.5%	14.5%	95.8%	4.2%
Arriva Durham County Ltd	3.3%	1.9%	0.0%	0.0%	0.0%	0.0%	89.5%	10.5%	94.4%	5.6%	95.7%	4.3%	93.3%	6.7%
Arriva Kent & Surrey Ltd	9.0%	0.2%	100.0%	100.0%	1.1%	0.0%	85.4%	14.6%	89.4%	10.6%	87.8%	12.2%	88.6%	11.4%
Arriva Kent Thameside Ltd	0.4%	2.6%	-20.0%	0.0%	0.7%	1.6%	84.8%	15.2%	87.4%	12.6%	87.4%	12.6%	89.6%	10.4%
Arriva London North Ltd	4.4%	7.5%	1.4%	46.1%	87.4%	88.5%	85.0%	15.0%	89.1%	10.9%	91.1%	8.9%	94.1%	5.9%
Arriva London South Ltd	3.7%	5.4%	14.2%	10.2%	88.3%	86.7%	83.3%	16.7%	84.4%	15.6%	89.7%	10.3%	90.3%	9.7%
Arriva Merseyside Ltd	5.1%	2.6%	100.0%	100.0%	0.1%	0.0%	87.1%	12.9%	93.8%	6.2%	96.5%	3.5%	95.2%	4.8%
Arriva Midlands Ltd	7.7%	4.2%	100.0%	100.0%	1.7%	0.0%	84.4%	15.6%	95.5%	4.5%	94.2%	5.8%	92.2%	7.8%
Arriva Midlands North Ltd	8.6%	6.4%	100.0%	100.0%	0.4%	0.0%	79.2%	20.8%	81.9%	18.1%	88.9%	11.1%	96.0%	4.0%

UK gender pay gap reporting data

Continued

	Pay gap		Bonus pay gap		In receipt of bonus		Quartile 1		Quartile 2		Quartile 3		Quartile 4	
	Mean	Median	Mean	Median	Male	Female	Lowest hourly rates		Male	Female	Male	Female	Highest hourly rates	
							Male	Female					Male	Female
Arriva North West Ltd	0.4%	-0.3%	100.0%	100.0%	0.4%	0.0%	91.9%	8.1%	91.9%	8.1%	94.4%	5.6%	89.6%	10.4%
Arriva Northumbria Ltd	6.3%	8.4%	0.0%	0.0%	0.0%	0.0%	83.3%	16.7%	91.0%	9.0%	93.6%	6.4%	97.5%	2.5%
Arriva The Shires Ltd	6.3%	5.3%	-1491.5%	-1491.5%	0.7%	1.7%	83.3%	16.9%	93.9%	6.1%	93.2%	6.8%	94.0%	6.0%
Arriva Yorkshire Ltd	4.2%	2.7%	0.0%	0.0%	0.0%	0.0%	87.6%	12.4%	87.0%	13.0%	91.4%	8.6%	94.7%	5.3%
UK Trains reportable entities	21.1%	33.2%	-74.6%	6.7%	12.9%	14.0%	61.6%	38.4%	70.1%	29.9%	83.9%	16.1%	88.1%	11.9%
Arriva Rail London Ltd	15.7%	42.3%	-69.3%	0.0%	26.9%	33.6%	71.0%	29.0%	75.6%	24.4%	89.5%	10.5%	86.2%	13.8%
XC Trains Ltd	24.2%	21.7%	-200.6%	14.3%	1.9%	2.4%	52.1%	47.9%	59.7%	40.3%	73.4%	26.6%	90.5%	9.5%
London and North Western Railway Company Ltd	10.6%	30.2%	6.5%	-128.4%	4.9%	11.1%	79.3%	20.7%	85.1%	14.9%	96.6%	3.4%	90.8%	9.2%
The Chiltern Railway Company Ltd	19.3%	26.7%	47.0%	19.8%	14.5%	22.8%	65.4%	34.6%	71.4%	28.6%	89.6%	10.4%	90.0%	10.0%

I confirm that this statement is true to the best of my knowledge and belief.

Signed:



Alison O'Connor
Chief People Officer
Arriva Group