

## 2023 Gender Pay Gap Report Otis Limited

Otis is the world's leading elevator and escalator manufacturing, installation and service company. We move 2.3 billion people a day and maintain approximately 2.3 million customer units worldwide, the industry's largest Service portfolio. Headquartered in Connecticut, USA, Otis is 71,000 people strong, including 42,000 field professionals, all committed to meeting the diverse needs of our customers and passengers in more than 200 countries and territories worldwide.

Otis is the UK arm of the global business and like the wider business, it is committed to supporting the contributions of men and women to enable them to flourish and grow in their careers, while recognising the value of cultivating an inclusive culture with diverse views and inputs.

Alongside this commitment, Otis places great importance on attracting and retaining skills and experience from the widest range of backgrounds and supporting their continuous growth through training, learning and development opportunities. The data reported is based on a headcount of 1,188 employees. 1,157 from these were classified as full pay relevant employees of which 966 (83.5%) were male and 191 (16.5%) were female.

### Otis Gender Pay Results:

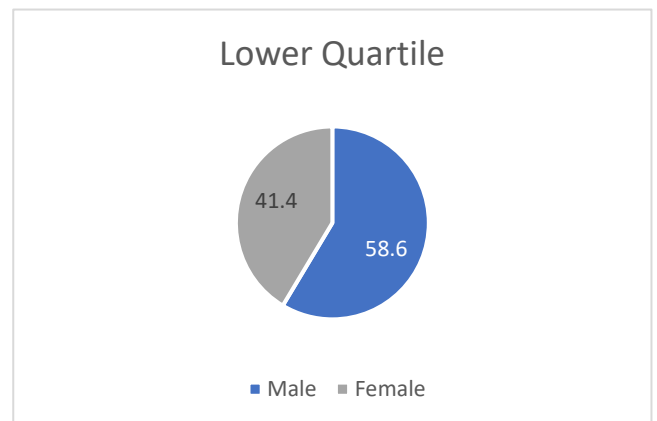
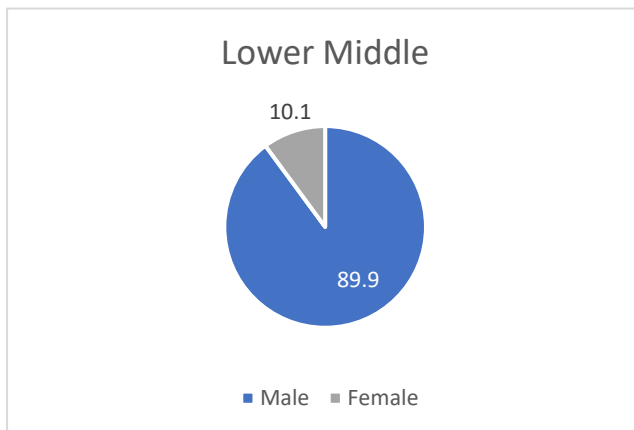
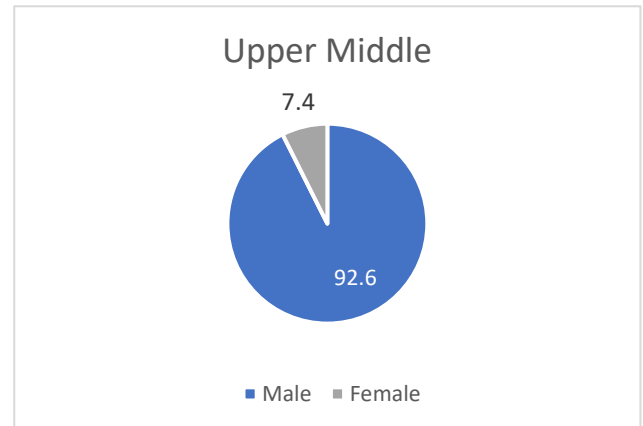
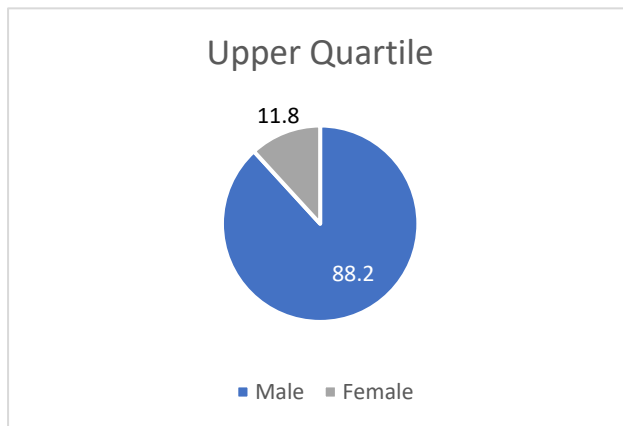
#### Mean & Median Pay Gaps

	Pay	Bonus
Mean	22.6%	-83.6%
Median	37.0%	-47.4%

#### The proportion of males and females receiving a bonus:

Gender	Percentage receiving Bonus
Male	65.3%
Female	38.6%

### The proportion of males and females in each quartile:



### Commentary:

Since last reporting, Otis UK has slightly reduced the median pay gap by 0.7%. This is not reflected in the mean pay gap, however, there has been a noteworthy increase in both, mean and median bonus pay. The mean bonus pay has increased by almost 13 points from 70.8% to 83.6%, while the median has moved considerably from a gap of 75.0% reported in 2023 to -47.8% this year. The measure remains in favour of women for 2023 which is an accurate representation.

It is also positive to report an increase in the proportion of females in the lower quartile by over 3 points from last reporting. Our efforts to attract female Colleagues through avenues like STEM has helped to improve the demographic representation.

**We recognise this is a long-term journey, and our efforts to evolve initiatives, practices and policies that support women's career progression continue, by:**

- Continuing to hold annual pay equity reviews to assess any significant disparities in pay.
- Ensuring that female representatives are on interview panels to support diverse hiring and ensuring that wherever possible candidate shortlists are gender balanced.

- Continued focus and support for our female network group to promote the retention and advancement of women within the business, through mentoring, professional development and networking.
- Ensuring that our early career programmes such as our apprenticeship and graduate programmes have strong female representation.
- Supporting the progression of women into senior positions through female representation in the talent pool and on talent programmes

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