

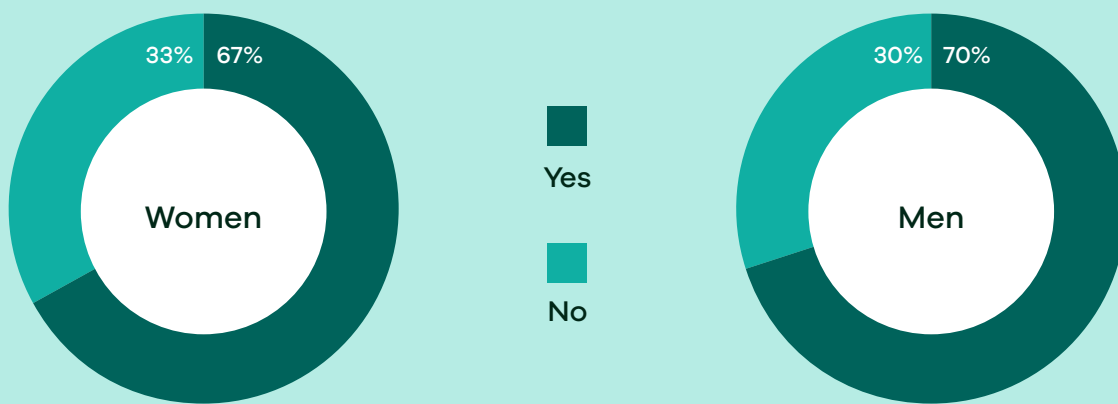
BONUS PAY

The table to the right shows the mean and median difference between bonuses paid to men and women at Europcar Mobility Group Ireland in 2023.

Our positive bonus pay gap means that the difference between bonuses paid is higher for men than it is for women.

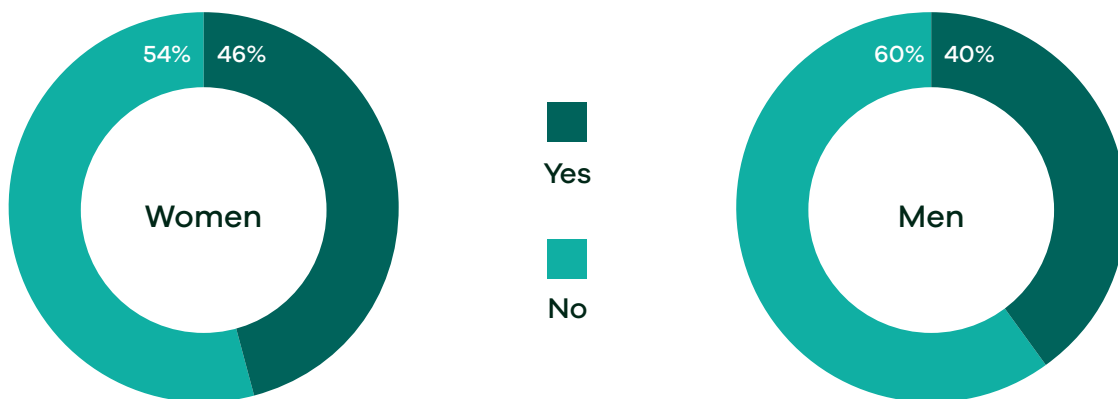
Difference between men and women		
	Mean	Median
Bonus Pay	7.61%	6.79%

PROPORTION OF COLLEAGUES AWARDED A BONUS IN 2023



This shows that proportionately, more men received a bonus in 2023 than women.

PROPORTION OF COLLEAGUES IN RECEIPT OF BENEFIT IN KIND IN 2023



This shows that proportionately, more women received a Benefit in Kind in 2023 than men.

This Gender Pay Report is for Europcar Mobility Group Ireland, which operates the brands of Europcar and GoCar in the Republic of Ireland.

2023 GENDER PAY GAP REPORT

Europcar Mobility Group Ireland is committed to paying people equally and fairly for the job that they hold irrespective of their gender. This report sets out the differences in average hourly rates of pay and bonus pay for men and women with the data based on employees in post on 30 June 2023.

PEOPLE'S PAY

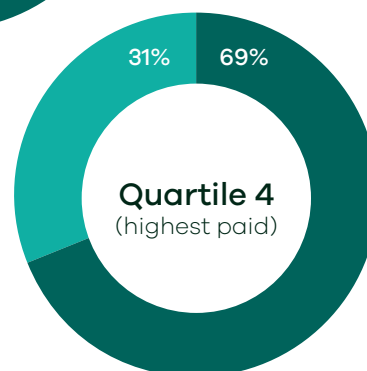
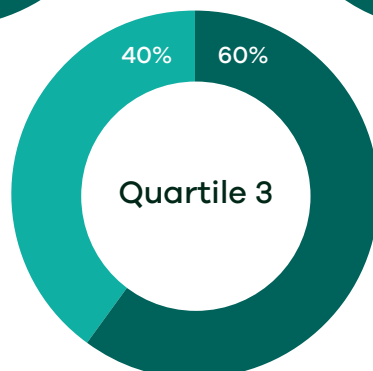
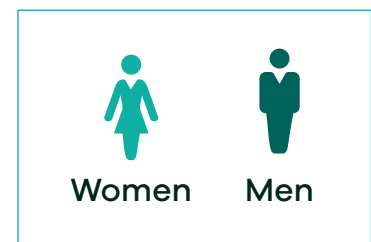
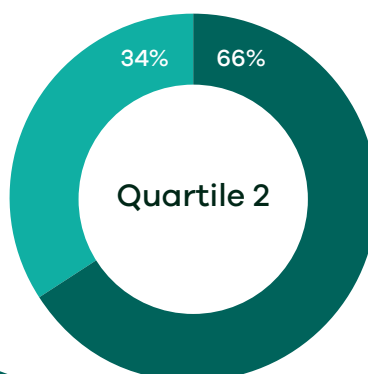
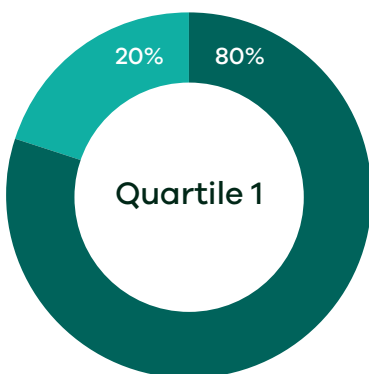
The table to the right shows our gender pay gap (mean and median) in hourly rates overall and for part time and temporary staff for 2023.

Difference between men and women		
	Mean	Median
Hourly Fixed Pay (Overall)	0.30%	-10.71%
Hourly Fixed Pay (Part time)	-55.97%	-27.10%
Hourly Fixed Pay (Temporary)	15.22%	17.29%

PAY QUANTILES

The charts below illustrate the gender distribution at Europcar Mobility Group Ireland across four equally sized quartiles of the workforce of both full time and part time staff.

OVERALL EMPLOYEES (APPROXIMATELY 82 STAFF PER QUARTILE)



2022 GENDER PAY GAP REPORT

Europcar Mobility Group Ireland is committed to paying people equally and fairly for the job that they hold irrespective of their gender. This report sets out the differences in average hourly rates of pay and bonus pay for men and women with the data based on employees in post on 22 June 2022.

PEOPLE'S PAY

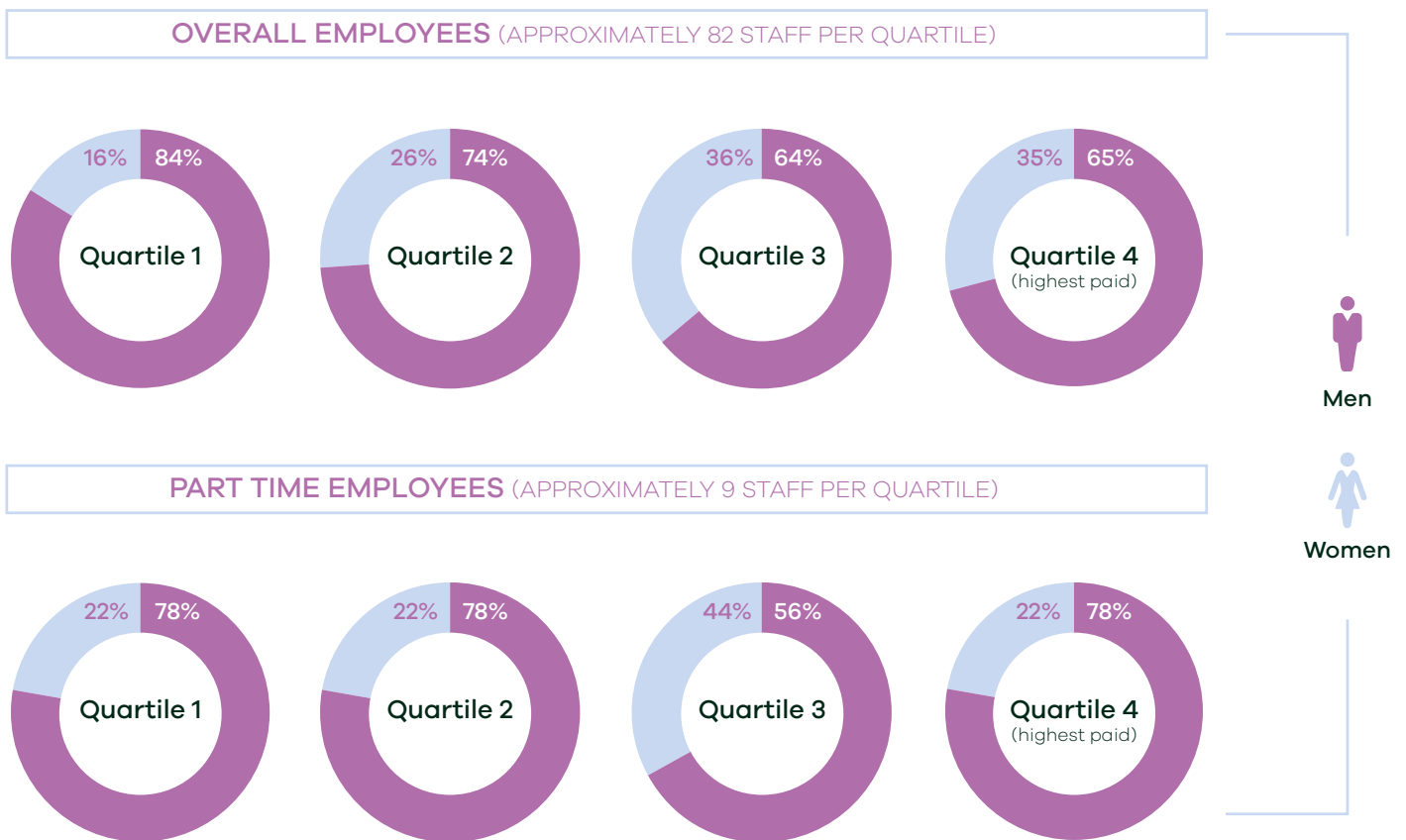
The table to the right shows our gender pay gap (mean and median) in hourly rates overall and for part time staff for 2022.

Our negative gender pay gap means that the average hourly rates of fixed pay are higher for women than they are for men.

Difference between men and women		
	Mean	Median
Hourly Fixed Pay (Overall)	-3.67%	-18.68%
Hourly Fixed Pay (Part time)	-33.93%	-56.33%

PAY QUARTILES

The charts below illustrate the gender distribution at Europcar Mobility Group Ireland across four equally sized quartiles of the workforce overall and for part time staff.



2022 GENDER PAY GAP REPORT

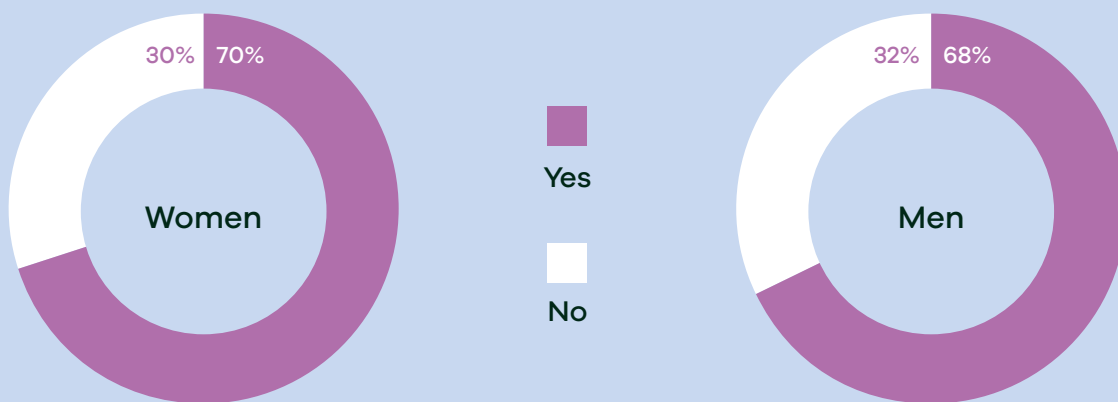
BONUS PAY

The table to the right shows the mean and median difference between bonuses paid to men and women at Europcar Mobility Group Ireland in 2022.

Our positive bonus pay gap means that the difference between bonuses paid is higher for men than it is for women.

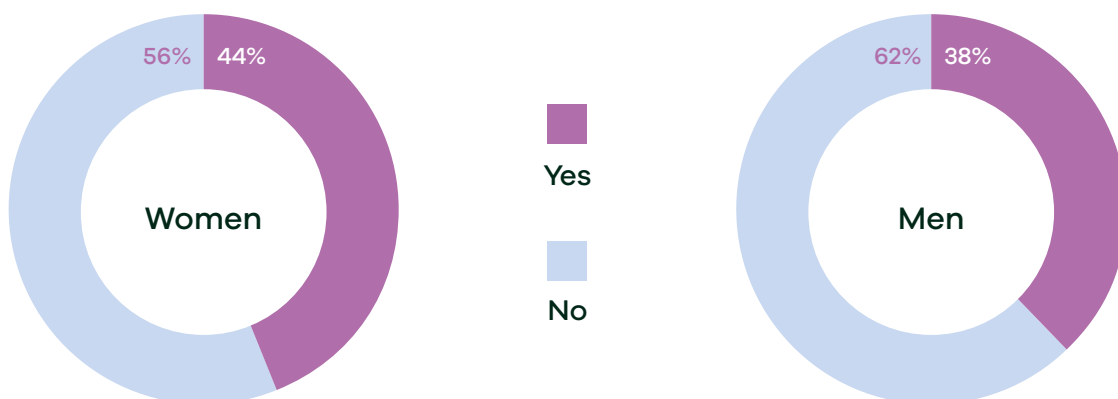
Difference between men and women		
	Mean	Median
Bonus Pay	21.37%	0.01%

PROPORTION OF COLLEAGUES AWARDED A BONUS IN 2022



This shows that proportionately, more women received a bonus in 2022 than men.

PROPORTION OF COLLEAGUES IN RECEIPT OF BENEFIT IN KIND IN 2022



This shows that proportionately, more women received a Benefit in Kind in 2022 than men.

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