

EUROPCAR MOBILITY GROUP IRELAND 2024 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 2024.

Difference between men and women

Hourly Fixed Pay	Mean	Median
Overall	1.08%	-7.42%
Part time	-48.77%	-21.47%
Temporary	35.16%	24.62%

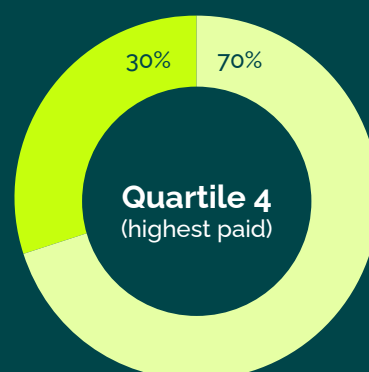
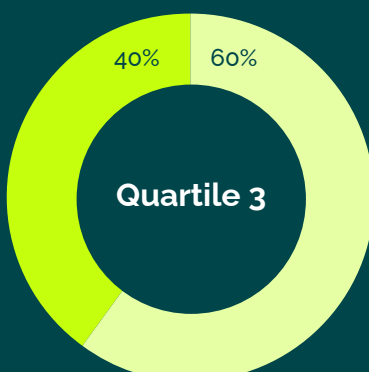
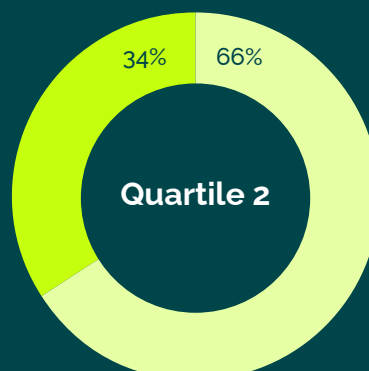
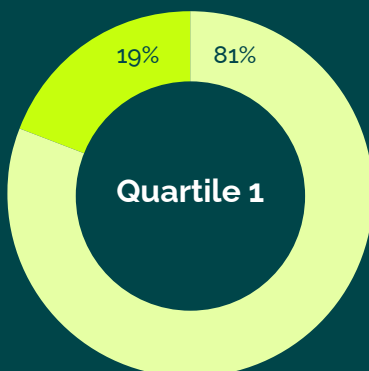
PEOPLE'S PAY

The table to the left shows our gender pay gap (mean and median) in hourly rates overall and for part time and temporary staff for 2024.

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 92 STAFF PER QUARTILE)



Men



Women

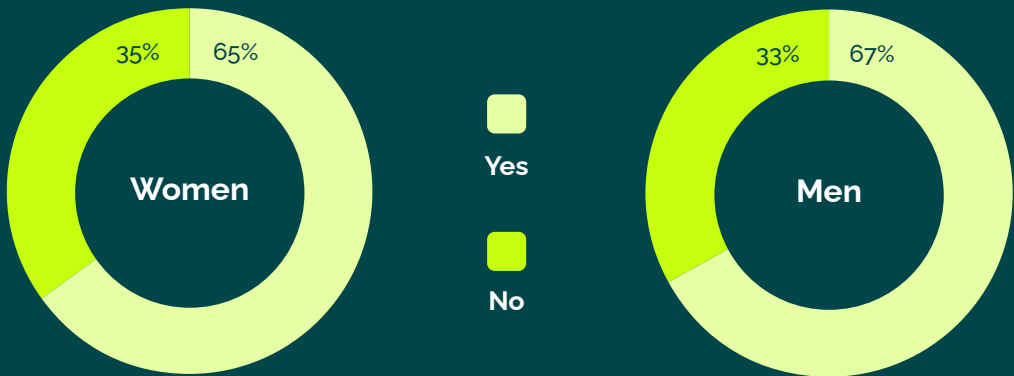
BONUS PAY

The table to the right shows the mean and median difference between bonuses paid to men and women at Europcar Mobility Group Ireland in 2024

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

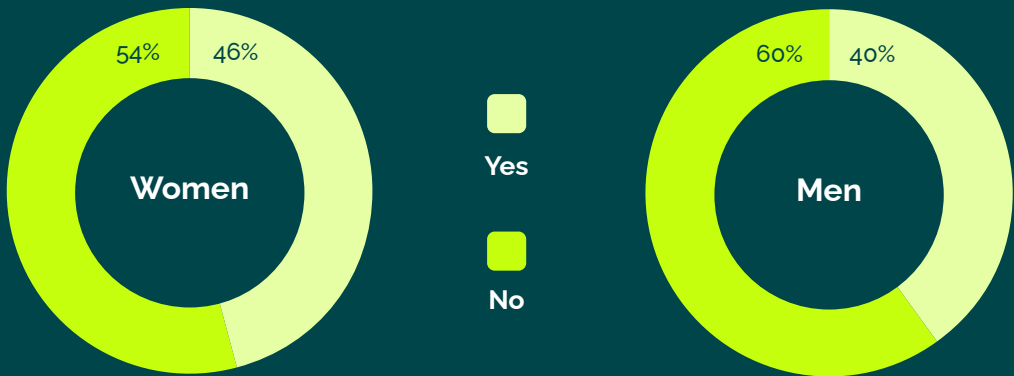
Difference between men and women		
	Mean	Median
Bonus Pay	23.60%	3.89%

PROPORTION OF COLLEAGUES AWARDED A BONUS IN 2024



This shows that proportionately, more men received a bonus in 2024 than women.

PROPORTION OF COLLEAGUES IN RECEIPT OF BENEFIT IN KIND IN 2024



This shows that proportionately, more women received a Benefit in Kind in 2024 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

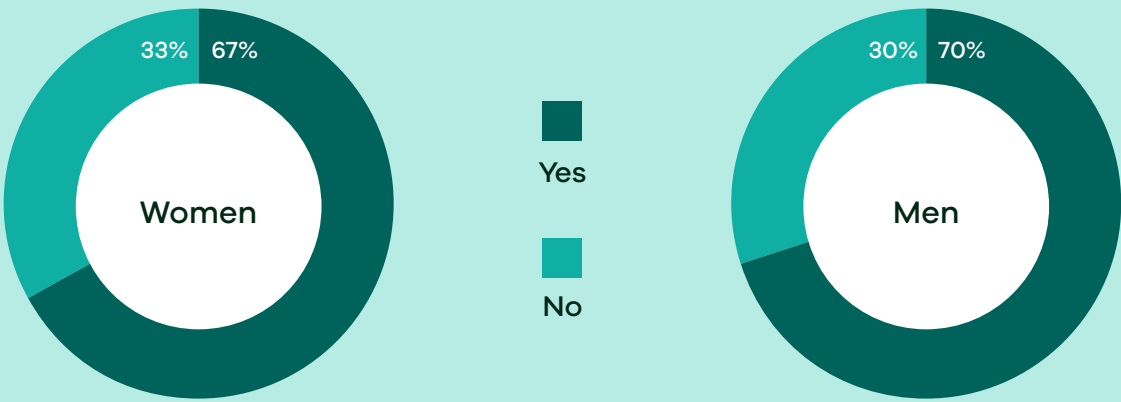
BONUS PAY

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.

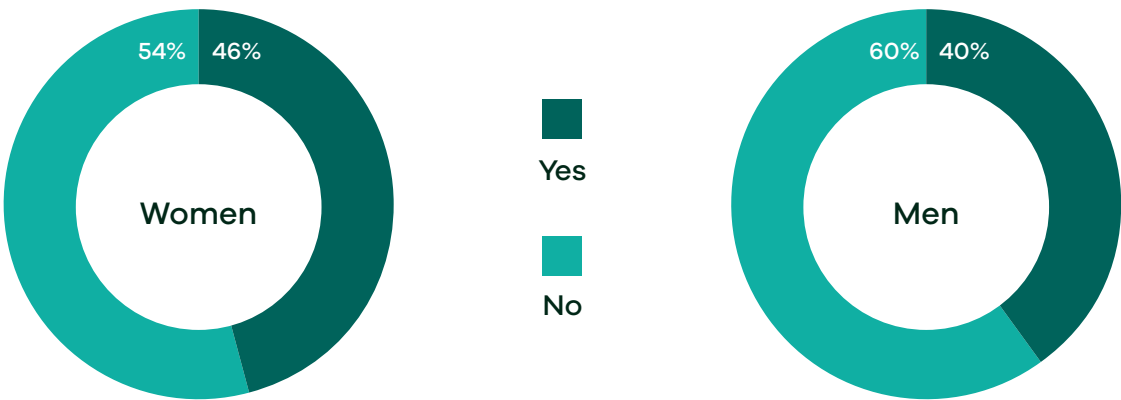
Difference between men and women		
	Mean	Median
Bonus Pay	7.61%	6.79%

PROPORTION OF COLLEAGUES AWARDED A BONUS IN 2023



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2023 GENDER PAY GAP REPORT

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PEOPLE’S PAY

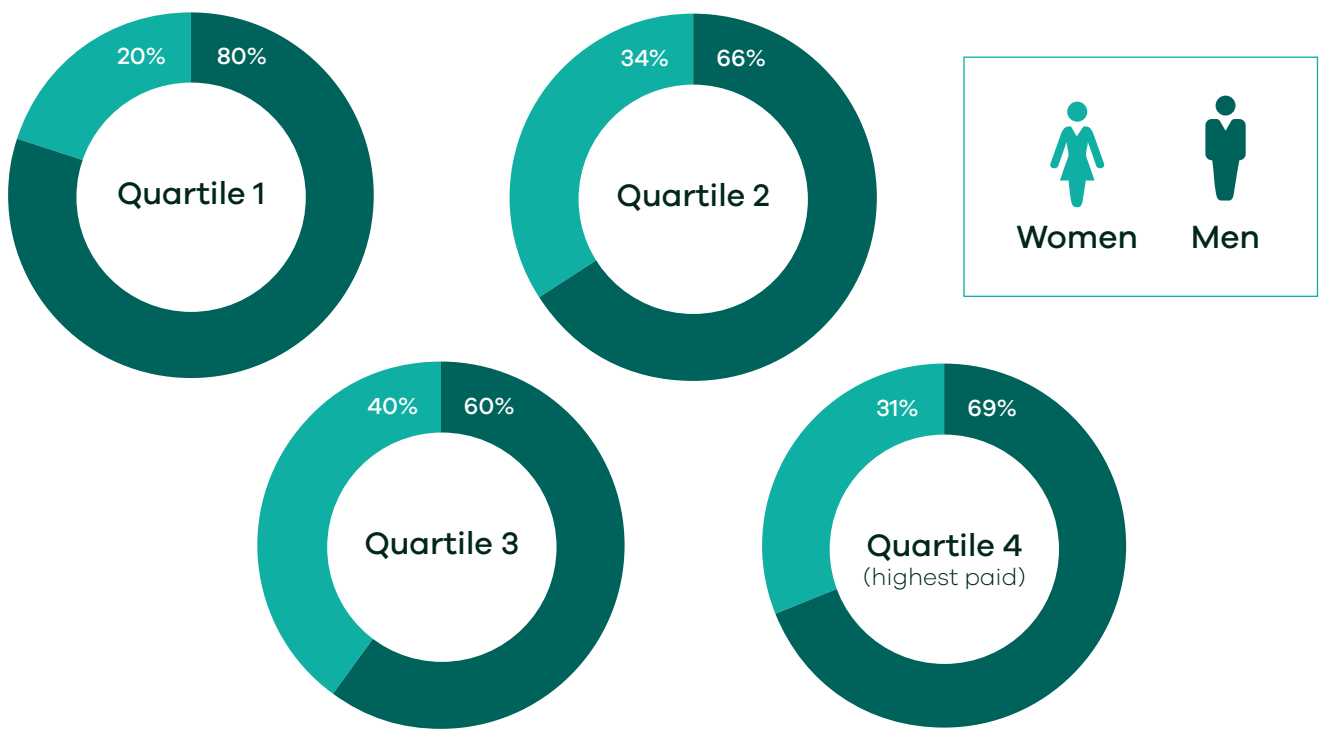
The table to the right shows our gender pay gap (mean and median) in hourly rates overall and for part time and temporary staff for 2023.

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.

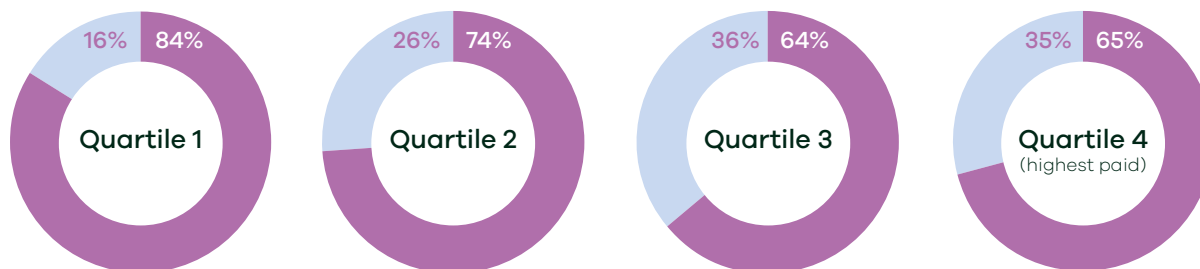
Our negative gender pay gap means that the average hourly rates of fixed pay are higher for women than they are for men.

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 QUANTILES

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.

OVERALL EMPLOYEES (APPROXIMATELY 82 STAFF PER QUARTILE)

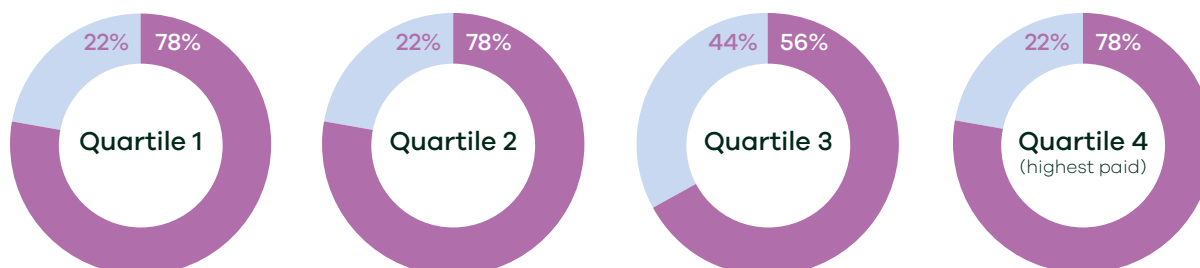


Men



Women

PART TIME EMPLOYEES (APPROXIMATELY 9 STAFF PER QUARTILE)



2022 GENDER PAY GAP REPORT

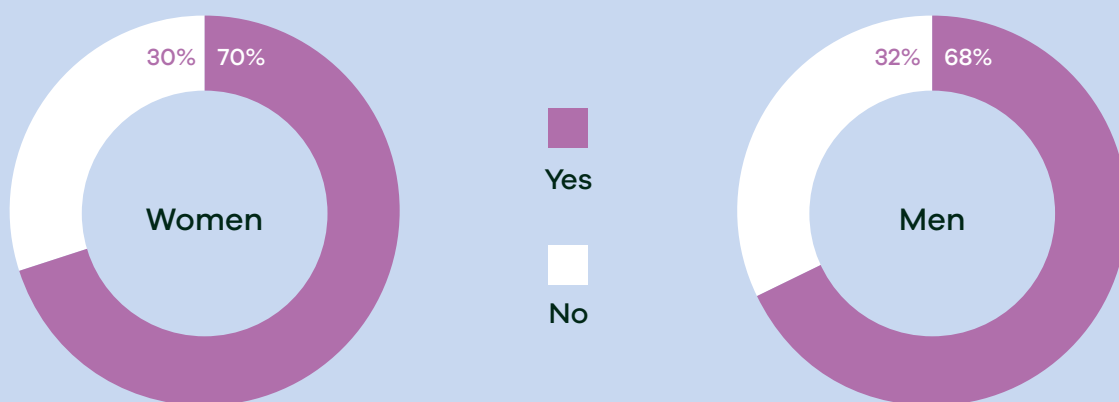
BONUS PAY

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.

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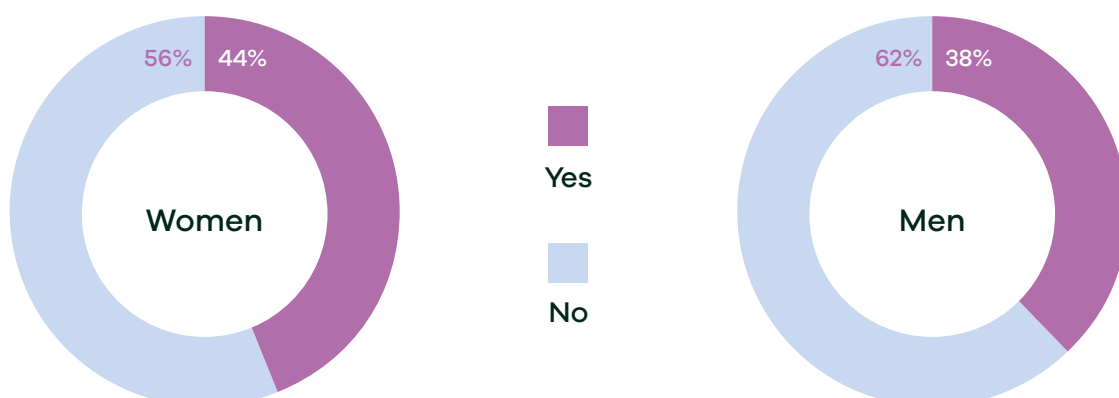
Difference between men and women		
	Mean	Median
Bonus Pay	21.37%	0.01%

PROPORTION OF COLLEAGUES AWARDED A BONUS IN 2022



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PROPORTION OF COLLEAGUES IN RECEIPT OF BENEFIT IN KIND IN 2022



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