

EUROPCAR MOBILITY GROUP UK 2025 Gender Pay Gap Report

Europcar Mobility Group UK 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 in the relevant period up to 5 April 2025.

Difference between men and women

	Mean	Median
Hourly Fixed Pay	-9.95%	-14.34%

PEOPLE'S PAY

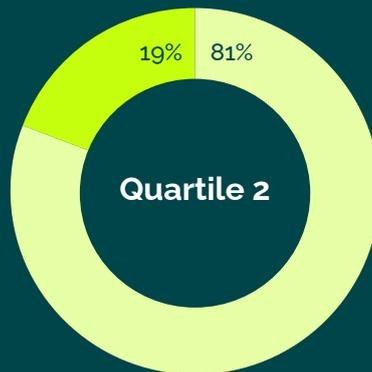
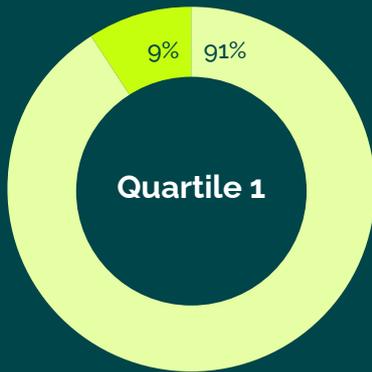
The table to the left shows our gender pay gap (mean and median) in hourly rates of pay as of 5 April 2025.

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

PAY QUANTILES

The charts below illustrate the gender distribution at Europcar Mobility Group UK across four equally sized quartiles of the workforce.

OVERALL EMPLOYEES (APPROXIMATELY 442 STAFF PER QUARTILE)



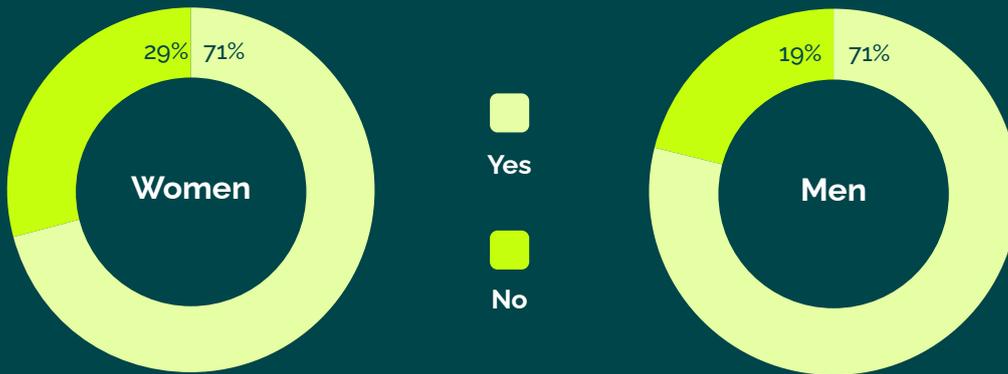
BONUS PAY

The table to the right shows the mean and median difference between bonuses paid to men and women at Europcar Mobility Group UK in the year up to 5 April 2025.

Difference between men and women

	Mean	Median
Bonus Pay	-9.02%	-201.05%

PROPORTION OF COLLEAGUES AWARDED A BONUS IN THE YEAR UP TO 5 APRIL 2025



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

I confirm that to the best of my knowledge, the data reported in this document is accurate.

Gary Smith | Managing Director
Europcar Mobility Group UK & Ireland