EUROPCAR MOBILITY GROUP IRELAND

2026 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 2026.

Difference between men and women

Hourly Fixed Pay	Mean	Median
Overall	0.31%	-8.50%
Part time	-43.35%	-29.02%
Temporary	0.00%	0.00%

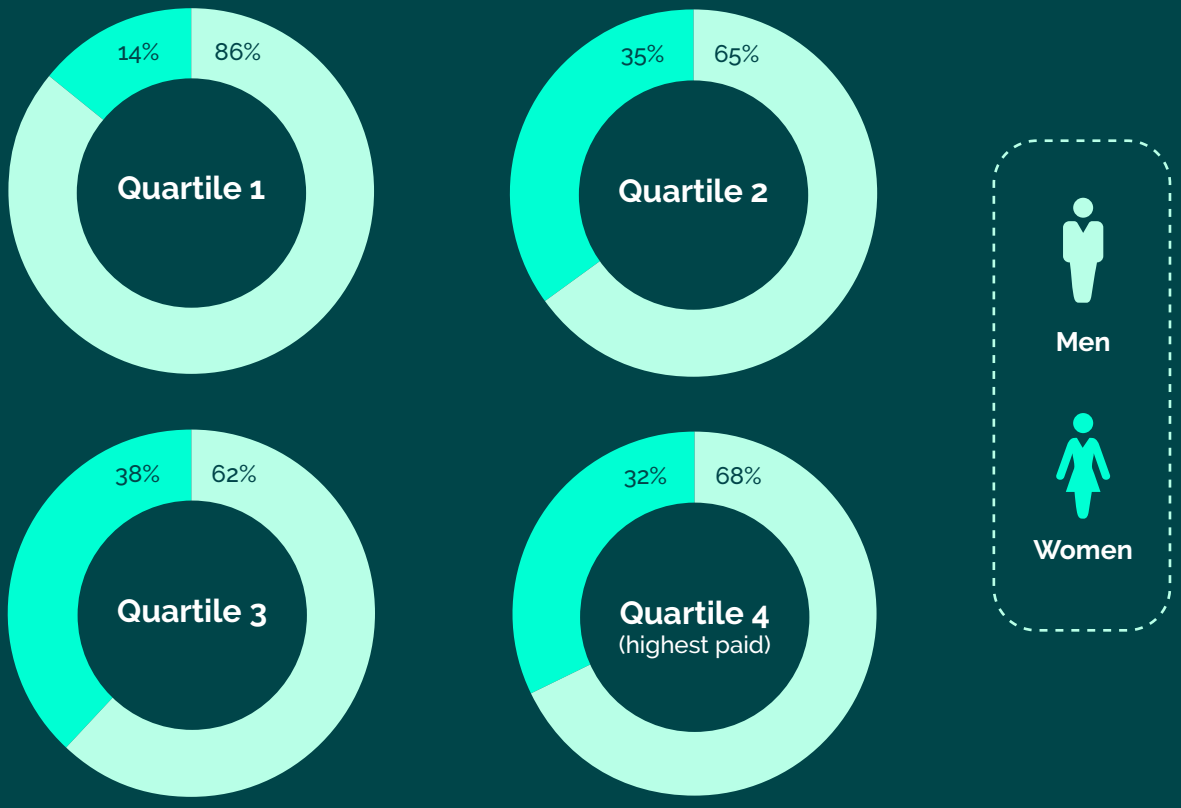
PEOPLE'S PAY

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 2026.

PAY QUARTILES

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 97 STAFF PER QUARTILE)



BONUS PAY

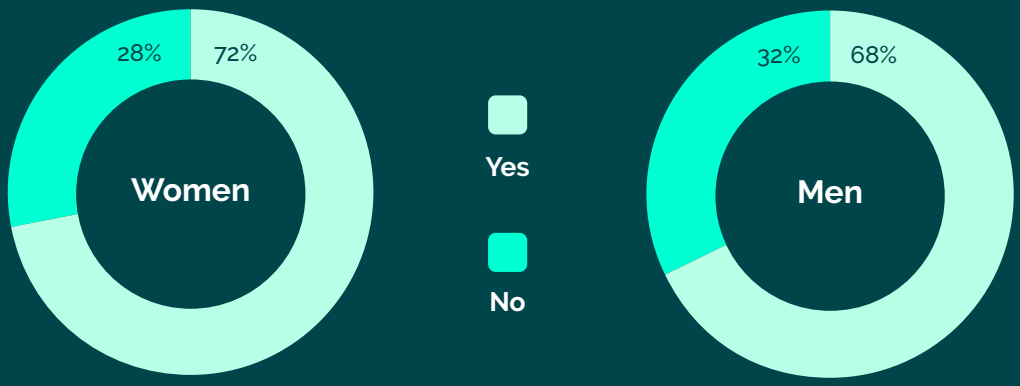
The table to the right shows the mean and median difference between bonuses paid to men and women at Europcar Mobility Group Ireland in 2026

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

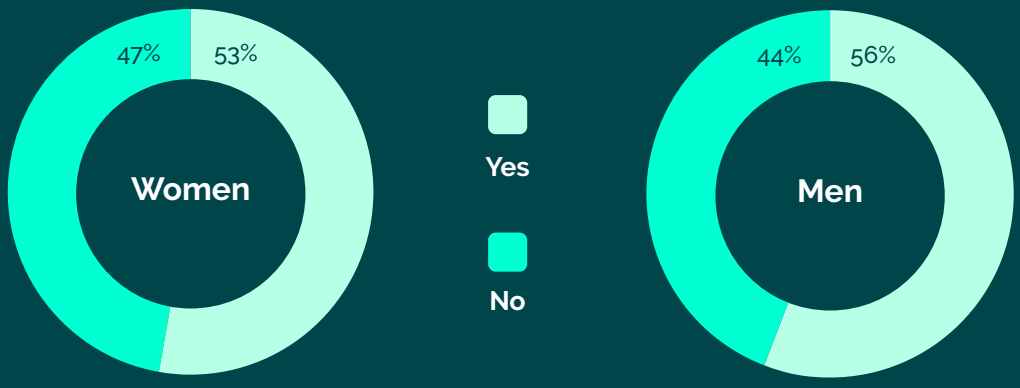
	Mean	Median
Bonus Pay	16.68%	13.69%

PROPORTION OF COLLEAGUES AWARDED A BONUS IN 2026



This shows that proportionately, more women received a bonus in 2026 than men.

PROPORTION OF COLLEAGUES IN RECEIPT OF BENEFIT IN KIND IN 2026



This shows that proportionately, more men received a Benefit in Kind in 2026 than women.

This gender pay gap report is for Executive Trust Ltd T/A Europcar