

DHL EXPRESS IRELAND

GENDER PAY GAP REPORT 2025

DHL Express (Ireland) Ltd (the “Company”, “we” or “our”) is pleased to publish its gender pay gap data for the reporting period 1 July 2024 to 30 June 2025, using a snapshot date of **30 June 2025**.

Respect and Results are the guiding principles at the core of our company values. DHL Express is the most international company in the world with a presence in more than 220 countries globally. As part of such a global company, in DHL Express Ireland we very much embrace equality, diversity and inclusion and we are proud to offer excellent career opportunities to all our staff.

The Company maintains a strong female representation at 40% of the workforce and has improved its proportionate representation of woman at senior levels through promotion throughout the reporting period. Women now occupy 49% of people management roles across the company and 37.5% of the positions on the DHL Express Ireland Board of Management.

Most fundamentally of all, it is very important to note that that we offer equal pay to our male and female employees, who are performing the same roles or undertaking comparable work.

HOURLY PAY GAP

MEAN 7.5% MEDIAN 9.8%

BONUS PAY GAP

MEAN 28.4% MEDIAN 17.5%

PART-TIME PAY GAP

MEAN 3% MEDIAN 6.8%

PROPORTIONS OF MALES & FEMALES RECEIVING BONUS MALE 98.5% FEMALE 99.4%

PROPORTIONS OF MALES & FEMALES RECEIVING BIK MALE 65% FEMALE 70.1%

Pay Quartiles:

Lower

Male- 44% Female-56%

Lower Middle

Male- 64% Female-45%

Upper Middle

Male- 77% Female-31%

Upper Middle

Male- 71% Female-37%

Mike Farrell

Managing Director

DHL Express Ireland Ltd