DHL EXPRESS IRELAND

GENDER PAY GAP REPORT 2026

DHL Express (Ireland) Ltd (the "Company", "we" or "our") is pleased to publish its gender pay gap data for the reporting period 1 July 2025 to 30 June 2026, using a snapshot date of **30 June 2026**.

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 39.5% of the workforce and has improved its proportionate representation of woman at senior levels through promotion throughout the reporting period. Women now occupy 50% 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 9.1% MEDIAN 10.1%

BONUS PAY GAP
MEAN 31.4% MEDIAN 15%

PART-TIME PAY GAP
MEAN -6.6% MEDIAN 1.6%

PROPORTIONS OF MALES & FEMALES RECEIVING BONUS MALE 98.3% FEMALE 96.2%

PROPORTIONS OF MALES & FEMALES RECEIVING BIK MALE 67.1% FEMALE 76.4%

Pay Quartiles:
Lower
Male- 40% Female-60%
Lower Middle
Male- 61% Female-39%
Upper Middle
Male- 75% Female-25%
Upper Middle
Male- 67% Female-33%

Mike Farrell
Managing Director
DHL Express Ireland Ltd