

DHL EXPRESS IRELAND

GENDER PAY GAP REPORT 2023

DHL Express (Ireland) Ltd (the “Company”, “we” or “our”) is pleased to publish its gender pay gap data for the reporting period 1 July 2022 to 30 June 2023, using a snapshot date of 30 June 2023.

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 45% of the workforce, and has improved its proportionate representation of woman at senior levels through promotion throughout the reporting period which is seen in our improving hourly pay gap percentage. Women now occupy 45% of people management roles across the company and maintain 33% of the positions on the DHL Express Ireland Board of Management. Additionally we have increased the percentage of women in both the Upper Middle and Upper pay quartiles in this reporting period.

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

Bernard McCarthy
MD DHL Express Ireland Ltd

Hourly Pay Gap
Mean 17% Median 21%

Bonus Pay Gap
Mean 40% Median 24%

Part-Time Pay Gap
Mean 8% Median 12%

PROPORTIONS OF MALES & FEMALES RECEIVING BONUS
MALE 98% FEMALE 100%

PROPORTIONS OF MALES & FEMALES RECEIVING BIK
MALE 61% FEMALE 56%

Pay Quartile **Males** **Females**

Lower 38% 62%

Lower Middle 46% 54%

Upper Middle 66% 34%

Upper 69% 31%