

GENDER PAY GAP REPORT

December 2024

At DHL Global Forwarding Ireland, we prioritise having a diverse and balanced workforce. We understand that our success is driven by the commitment and energy of our employees. By fostering an **inclusive working environment** and investing in our employees' futures, we enable them to value their contributions, grow with the organisation, and make a meaningful impact. **Respect and results** are central to our core values.

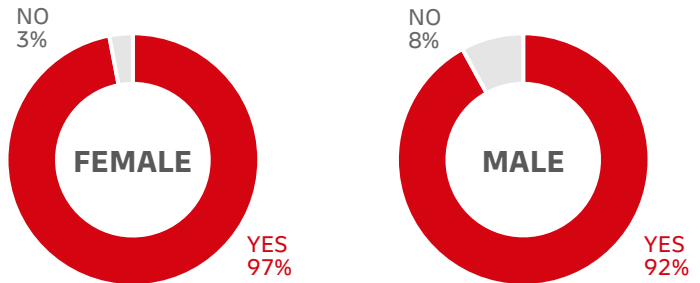
This gender pay gap report covers the period from **1 July 2023 to 30 June 2024**, with a **snapshot date of 30 June 2024**. We believe that analysing and reporting this data is a **crucial step** in understanding our current position and developing strategies to **address the disparities in mean and median pay** between male and female employees. If we **factor out the lower quartile**, which is heavily populated with male employees, the **Mean Gender Pay Gap** for the period would be 2.94%.

While we are pleased that our **gender pay gap** does not disadvantage women, we recognise the importance of continuing to **bridge this gap**. We are committed to achieving a **balanced gender representation** across all pay levels. It is important to note that we offer **equal pay** to male and female employees performing the **same roles or comparable work**.

DIFFERENCE BETWEEN MEN AND WOMEN

| | Mean (Average) | Median (Average) |
|------------------|----------------|------------------|
| Gender Pay Gap | -13.92% | -24.23% |
| Gender Bonus Gap | -5.25% | -20% |

% OF EMPLOYEES RECEIVING A BONUS



% OF EMPLOYEES RECEIVING BENEFIT IN KIND



GENDER REPRESENTATION: PAY BANDS BY QUARTILE

Proportion of Males and Females when placed in four equally-sized pay quartiles.

