

ERAC Ireland Limited (“Enterprise Rent-A-Car Ireland”) Gender Pay Gap Report 2024-2025

Introduction

At Enterprise Rent-A-Car Ireland, we are striving to build a workplace where everyone has opportunities to progress their career. This report, which is required by the government, compares the earnings of men and women using company-wide averages. Employee retention is important to the organisation, and Enterprise Rent-A-Car Ireland supports employee development by fostering a promote-from-within culture.

2025 Gender Pay Gap Data

Enterprise Rent-A-Car Ireland has provided data for all Ireland-based employees in accordance with government guidelines. The results below are based on a snapshot date of 30 June 2025 and consider all relevant earnings in the preceding 12 months.

Statistic	2023	2024	2025
Mean Pay Gap	23.9%	18.1%	12.6%
Median Pay Gap	6.9%	5.2%	5.3%
Mean Pay Gap (part time employees only)	-50.9%	-38.3%	-5.0%
Median Pay Gap (part time employees only)	-53.3%	-26.2%	2.4%
Mean Pay Gap (temporary employees only)	0.5%	1.2%	2.2%
Median Pay Gap (temporary employees only)	0.3%	0.6%	0.4%
Mean Bonus Gap	59.4%	40.9%	40.9%
Median Bonus Gap	38.3%	-53.4%	30.6%
Proportion of Men that received bonus	58.0%	63.4%	57.1%
Proportion of Women that received bonus	69.8%	64.4%	64.1%
Proportion of Men that received BIK	42.8%	33.7%	34.1%
Proportion of Women that received BIK	35.3%	32.6%	34.4%
Lower Quartile (percentage Women)	34.4%	29.1%	29.7%
Lower-Mid Quartile (percentage Women)	37.1%	44.1%	42.6%
Upper-Mid Quartile (percentage Women)	32.6%	27.5%	25.7%
Upper Quartile (percentage Women)	25.6%	31.1%	31.7%

(Figures as of 30 June 2025)

Gender Pay Gap Summary

Over the past three years, Enterprise Rent-A-Car Ireland has made substantial progress in reducing gender-related pay gaps, particularly in base pay. The **mean pay gap** has fallen from 23.9% in 2023 to 12.6% in 2025, reflecting improvement in overall pay parity. The **median pay gap** has remained relatively stable at around 5%, suggesting that the remaining gaps are concentrated among a small number of higher-paid roles rather than across the broader workforce.

Significant structural changes have occurred in **part-time roles**, where gaps have shifted from strongly favouring women to near parity, and in temporary roles, where differences remain negligible. These trends indicate greater consistency in pay practices across employment types.

While the **mean bonus gap** improved sharply between 2023 and 2024, the same gap remains in 2025. This is largely driven by the concentration of men in senior, performance-linked positions, even though women consistently receive bonuses at higher rates than men. Participation in **benefits-in-kind** has reached near parity, signalling progress in non-cash benefits.

Representation across **pay quartiles** shows mixed results. Women's presence in the lower and upper quartiles has grown slightly, but representation in the lower-mid and upper-mid quartiles has declined.

In summary, while Enterprise Rent-A-Car Ireland has achieved notable improvements in reducing the overall pay gap and enhancing representation at the highest pay levels, there is continued focus on bonus structures and mid-level progression to sustain momentum toward gender pay parity.

Improving the Pay Gap

To address the remaining gender pay gaps — particularly the bonus gap and representation in mid-upper roles — Enterprise Rent-A-Car Ireland has implemented several initiatives, including:

- A **Branch Manager Leadership Programme** that supports leadership development and aims to help strengthen pathways for tenured Branch Managers, including women, into senior and performance-linked roles for balanced progression throughout the pay structure.
- An **Employee Engagement Council** focused on continuous improvement in the employee experience. This council helps identify and address barriers to career advancement, supporting long-term efforts to close gaps in representation and pay.
- **Relocation (Lite)** on internal job postings, which is designed to promote mobility across locations and enables all employees, including women, to access a broader range of opportunities, supporting progression into mid-upper roles and enhancing pay parity.

These initiatives collectively target structural factors that are driving the pay gaps and form part of Enterprise Rent-A-Car Ireland's ongoing commitment to achieving gender pay parity.