



Gender Pay Gap Report 2023

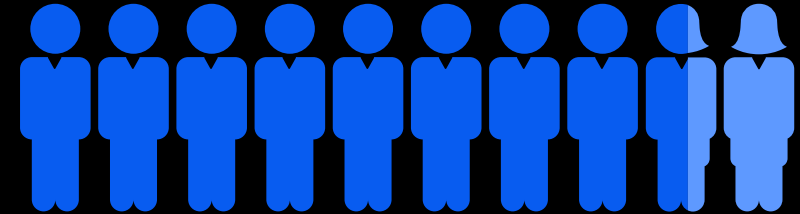




2023 Gender Pay Gap, LKQ UK and Ireland

LKQ Euro Car Parts is pleased to share the findings of its 2023 Gender Pay Gap report for its 9,368 employees.

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. This is not the same as unequal pay which is paying men and women differently for performing the same, or similar, work.



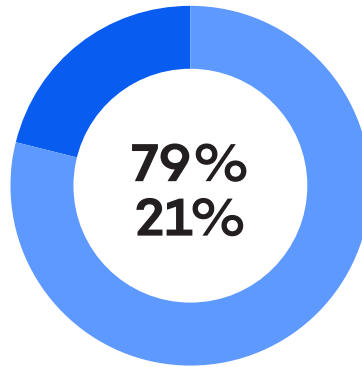
Most of our team is male (**79%**). While the proportion of women has increased year-on-year, we are committed to accelerating our transition to a more diverse workforce, alongside the broader participation of women in the UK automotive sector.

In 2023 our group company, LKQ UK & Ireland, launched 25 x 25 – a commitment to ensuring that women make up at least a quarter of our UK and Irish workforce by the end of 2025.

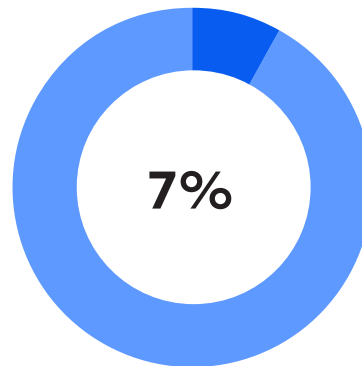


LKQ UK & Ireland

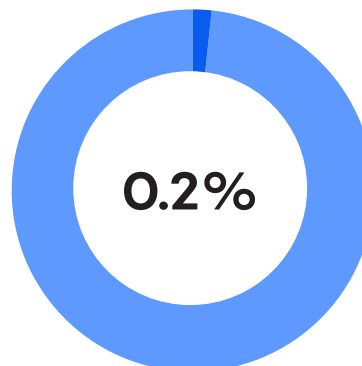
Male to female
workforce split



Mean gender
pay gap



Median gender
pay gap



Summary of our performance

We have made progress in some important areas this year but recognise that we still have much work to do, both as an employer and as a leader within the UK's automotive sector.

Our industry remains one of the most underrepresented by females in the UK economy today, which is borne out in our gender pay gap numbers.

But it is a challenge we are tackling head-on, and we touch on our strategy below.

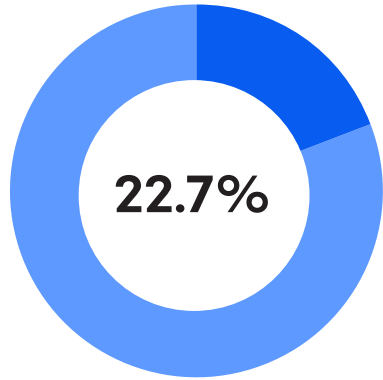
Our 9,368 strong-workforce at LKQ Euro Car Parts is split **79%** to **21%** male to female.

While both proportions are relatively static year-on-year, we grew female representation in the lower middle salary quartiles at LKQ Euro Car Parts where the percentage of women in those roles continued to improve from **21.8%** to **22.8%**

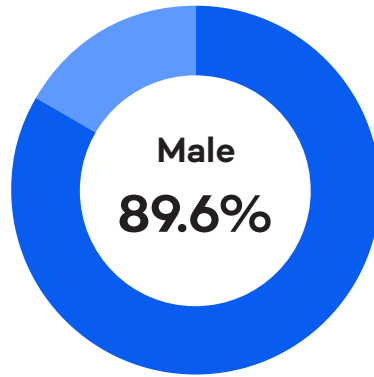
At LKQ Euro Car Parts, both our mean and median gender pay gaps remain significantly below the UK averages Mean Gap - **13.2%** Median Gap **14.3%**

LKQ UK & Ireland

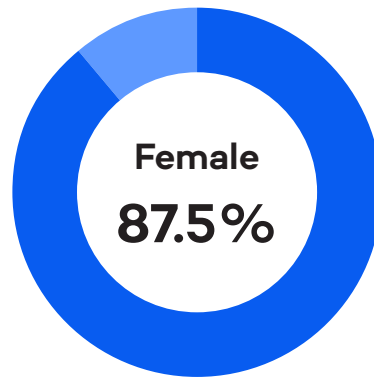
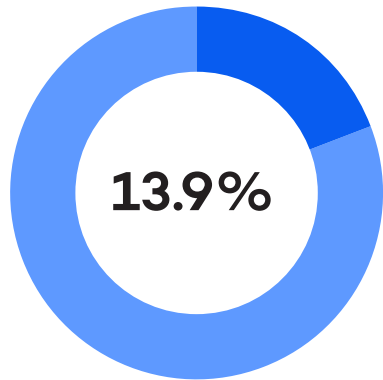
Mean gender bonus gap



Colleagues receiving a bonus payment



Median gender bonus gap



Summary of our performance

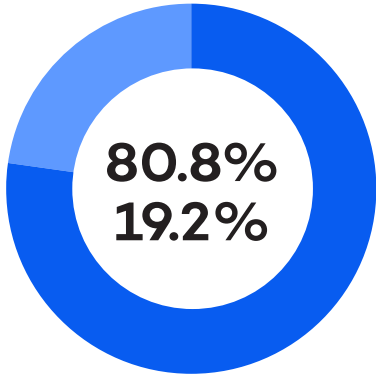
On bonuses, we have slight change at LKQ Euro Car Parts in both the mean and median gaps year-on-year. The mean stood at **22.7%** in 2023 (2022: 19.2%)

A greater proportion of men and women received a bonus last year at LKQ Euro Car Parts – **89.6%** and **87.5%** respectively, a drop from 90.3% and 89%

LKQ UK & Ireland

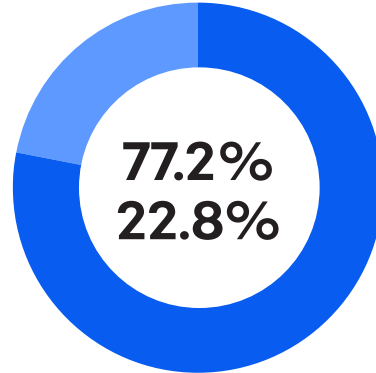
Salary quartiles

Lower male / female



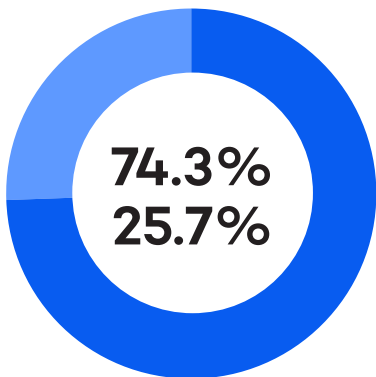
Salary quartiles

Lower middle male / female



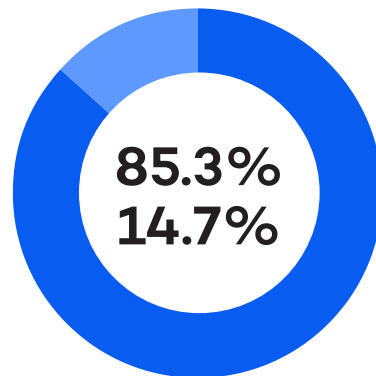
Salary quartiles

Upper middle male / female



Salary quartiles

Upper male / female



Our results:

Euro Car Parts Limited

- Mean gender pay gap - **7.0%**
- Median gender pay gap - **0.2%**
- Mean gender bonus pay gap - **22.7%**
- Median gender bonus pay gap - **13.9%**
- Male receiving bonus - **89.6%**
- Female receiving bonus - **87.5%**

Salary quartiles

- Lower male - **80.8%**
- Lower female - **19.2%**
- Lower middle male - **77.2%**
- Lower middle female - **22.8%**
- Upper middle male - **74.3%**
- Upper middle female - **25.7%**
- Upper male - **85.3%**
- Upper female - **14.7%**



Donna Fearnley,
Group HR Director,
UK & Ireland, says:

“Gender Pay Gap reporting is an important measure of a company’s commitment to diversity and inclusion. We’re pleased with our numbers this year, which put us on an even footing with some of the most progressive sectors in the UK and way ahead of the average levels in the automotive industry. But we clearly have much more ground to make-up when it comes to growing female participation in our business. We’ve doubled down on our bid to do so this year and not just because we’re passionate about it being the right thing to do, but because we know it’s the best thing to do for our future growth and success.”

LKQ



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