



Gender Pay Gap Report 2024

Republic of Ireland

LKQ

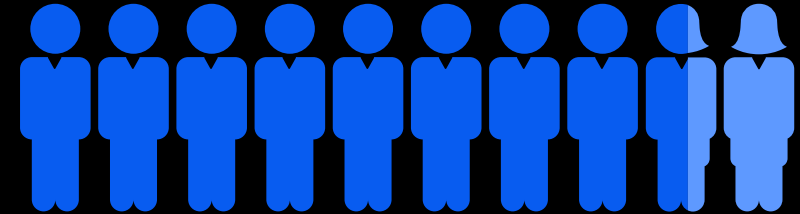




2024 Gender Pay Gap, Republic of Ireland

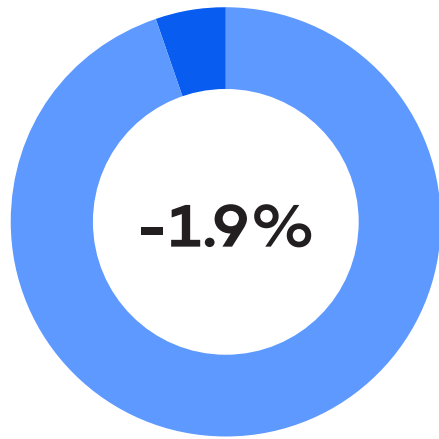
LKQ is pleased to share the findings of its 2024 Gender Pay Gap report for its 490 employees working in the Republic of Ireland.

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.

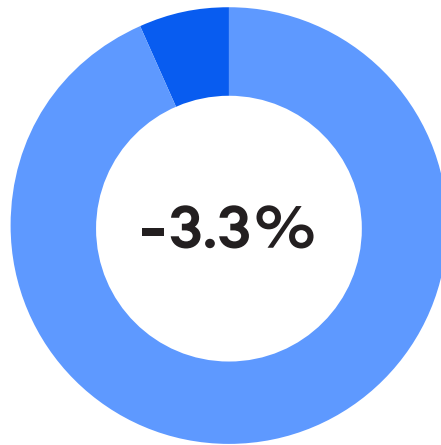


With men comprising **(86%)** of our Irish workforce, we recognise the continuing need to enhance gender diversity in our organisation. This reflects broader challenges within Ireland's automotive sector, where we are determined to play a leading role in creating more opportunities for women and girls to build rewarding careers.

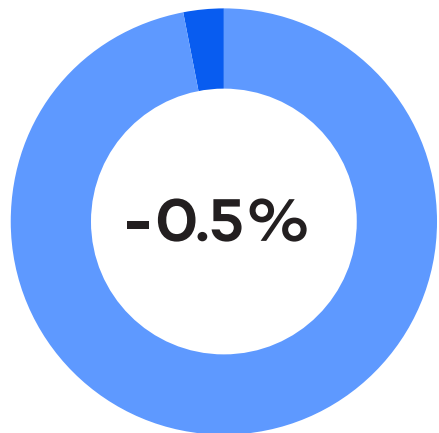
Mean gender pay gap



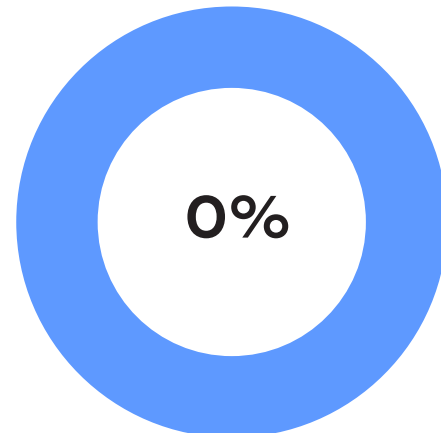
Median gender pay gap



Mean gender pay gap
(part time)



Median gender pay gap
(part time)



2024 Gender Pay Gap, Republic of Ireland

Our goal is to continue to drive positive change throughout our organisation. This transformation is supported by wide-ranging initiatives that strengthen our inclusive culture, championed by our PAVE (People Adding Value Everywhere) steering group with direct board oversight.

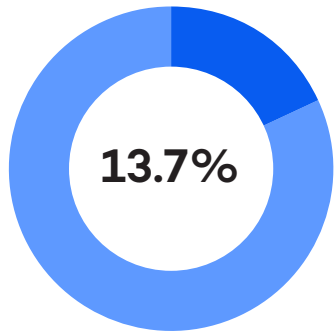
Our mean gender pay gap -- that is the difference between the average male and average female salary -- is **(-1.9%)**, representing a significant shift in favour of female employees compared to 2023 **(2.7%)**.

The median gender pay gap -- the difference between the mid-point male and mid-point female salaries -- is **(-3.3%)**, also showing substantial movement toward female employees from the previous year's **(3.7%)**.

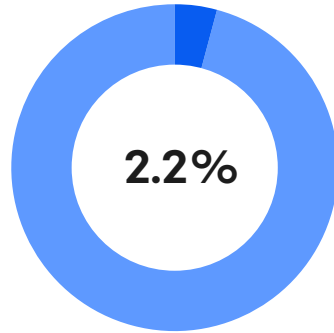
Pleasingly, we remain well-ahead of the national average for last year, which stood at **(11.2%)** for Ireland, and the **(86%)** of Irish companies that demonstrated a pay gap in favour of males last year.



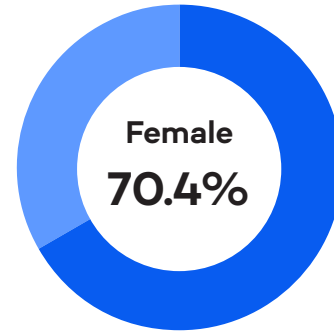
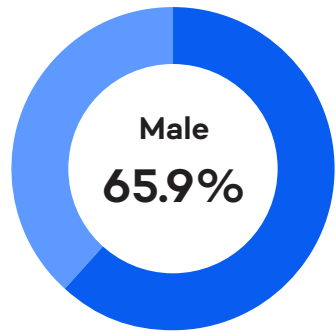
Mean gender bonus gap



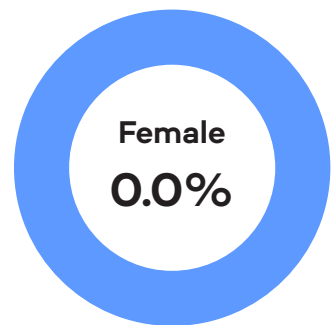
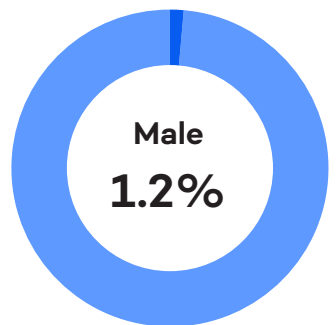
Median gender bonus



Colleagues receiving a bonus payment



Colleagues receiving benefits in kind



2024 Gender Pay Gap, Republic of Ireland

In terms of bonus payments, our mean gender bonus gap stands at **(13.7%)**, while our median bonus gap is **(2.2%)**, an improvement on **(6.3%)** in 2023. The proportion of men receiving bonuses fell to **(65.9%)** while **(70.4%)** of women received bonuses, demonstrating our commitment to equitable reward structures.

Looking at our workforce distribution, women now represent:

- **10.6%** of our lower quartile
- **17.2%** of our lower middle quartile
- **12.2%** of our upper middle quartile
- **18%** of our upper quartile

We do not have temporary staff and so have no pay gap data to report for this category.

All results are based on data as of June 2024*.



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

“While this year’s figures show some progress in our pay metrics, we remain focused on our core mission of building a more diverse and inclusive workforce. The automotive sector presents unique challenges in achieving gender balance, but we’re seeing encouraging growth through our targeted initiatives. Our journey isn’t just about numbers – it’s about creating an environment where everyone can thrive and contribute to our success, regardless of their gender or background.”

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