



Ryans Investments UC – T/a Hertz Rent A Car

Introduction

At Ryans Investments UC, we are committed to employing a diverse and inclusive team and to adhering to the principles of equal opportunities and fair and equitable treatment for all.

Our team welcomes the introduction of the Gender Pay Gap Reporting in Ireland. We view this as a positive tool to further review where we are as an organisation and to focus on our gender pay gap enabling us to attract, retain and develop a more diverse workforce, enriching the organisation with a wider variety of ideas, knowledge, and talent to build on for the future and to represent the communities and customers that we exist to serve.

The figures submitted have been calculated using the standard methodologies required by the Gender Pay Gap Information Act 2021.



Gender Pay Gap in Ireland

The Irish Government signed into law a new set of regulations that require all organizations with at least 50 Ireland-based employees to analyse and publish their gender pay gap on an annual basis from 2025.

Ryans Investments UC T/a Hertz Rent A Car has 234 employees in total (on 30th June 2025) and as such is subject to these new requirements.

Understanding the Gender Pay Gap

The data relates to the Ryans Investments UC which accounts for a total of 234 employees.

It includes a variety of roles in the areas of Customer Services Representatives, Operations, Reservations, Customer Services, IT, Finance, Facilities, Health & Safety, Claims and Human Resources. The calculations are based on combined pay data at the date of 30th June 2025 and any bonuses paid over the 12 months prior, in line with gender pay gap regulations.

Understanding the difference between Equal Pay and Gender Pay

The gender pay gap is not the same as equal pay. As such, this report is not about equal pay for equal work. The gender pay gap is the difference in the average hourly wage of male and female employees at all levels across a workforce. The pay gap is measured by calculating the mean and median earnings of male and female employees. Equal pay measures whether male and female employees are being paid equally for similar work and experience. This Gender Pay Gap report provides details of the pay distribution between men and women across our workforce.

The figures represent the difference between the pay (median and mean) of all male and female employees, irrespective of their role or seniority within the organisation, at the snapshot date June 30th, 2025. On the snapshot date, the organisation has 215 fulltime and 19 part time employees. Of this number, no employees are on leave.

Ryans Investments UC T/a Hertz

Total Employees (Male and Female)	231
Total Male	192
Total Female	39



What we are required to report

Under the requirements of the Employment Equality Act 1998 (Gender Pay Gap Information) Regulations 2022, we must report on the following:

- Mean and median hourly remuneration gap between relevant male and female Employees.
- Mean and median hourly remuneration gap between relevant male and female part-time Employees.
- Mean and median bonus remuneration gap between relevant male and female Employees.
- Percentage of relevant male and female employees receiving a bonus.
- Percentage of relevant male and female employees receiving a benefit in kind.
- Percentage of male and female relevant employees falling into each quartile pay band.

Interpreting the Gender Pay Gap Data - Mean and Median

The Mean is the average of the total of all hourly rates/bonus payments for men and women within each workforce as defined by the legislation.

The Median is the mid-point of hourly pay rates/bonus payments when listed in order.

Percentages

Throughout the report we use percentages to illustrate the gap between men and women's pay. A positive % indicates that the pay gap is in favour of men.

A negative % indicates that the pay gap is in favour of women.



Our Results: Gender Pay, Bonus & Benefit in Kind, Bonus Pay Gap

Gender Pay

	Mean Pay Gap	Median Pay Gap
All employees	2.0%	-10.4%
Part-time employees	-11.9%	-10.1%

Bonus & Benefit in Kind

	Male	Female
Proportion receiving a Bonus	4%	5%
Proportion receiving a Benefit in Kind	15%	10%

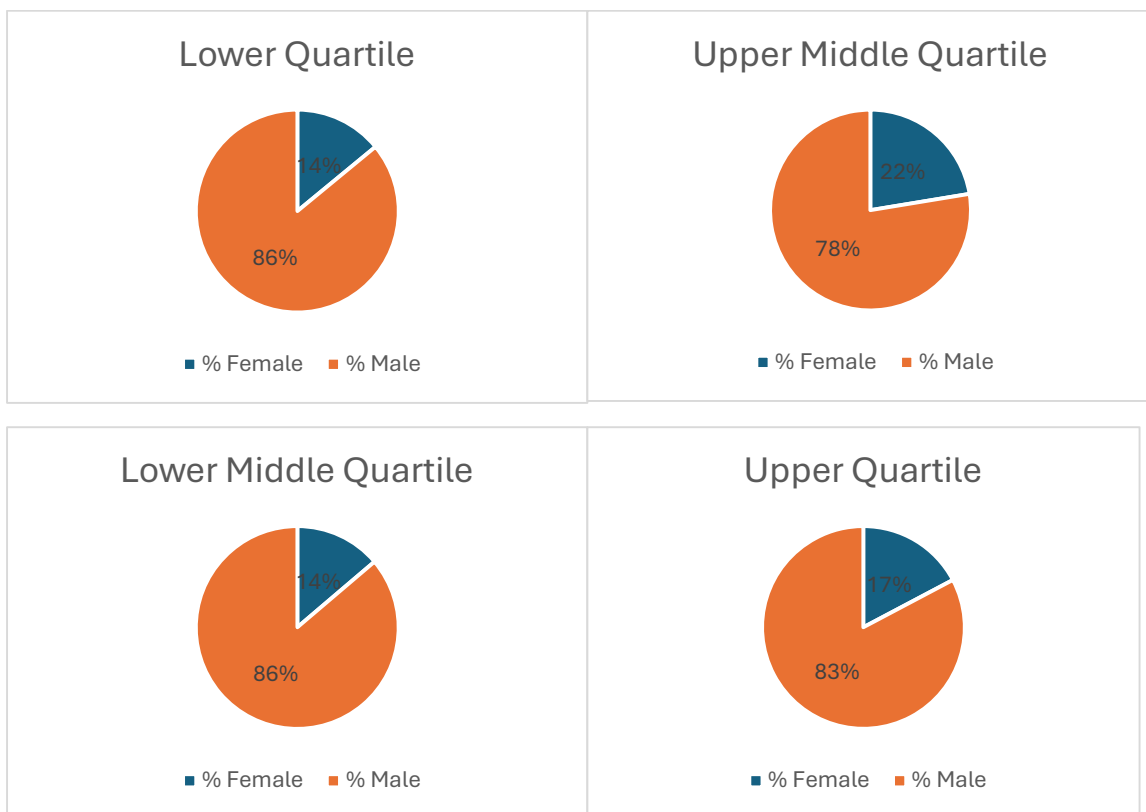
Bonus Pay Gap

	Mean Bonus Gap	Median Bonus Gap
Bonus Pay Gap	2%	0%



Our Results: Pay Quartiles

Pay Quartiles are calculated by equally dividing men and women across four pay quartiles. Each quartile provides an indication of the representation of women at different levels of the organisation.





Understanding our Gender Pay Gap results

The results of the Gender Pay Gap analysis show a small gap in favour of male employees over female employees for our hourly pay calculations for all employees.

However Part-Time mean and median pay gaps are in favour of female employees.

We continue to have challenges in recruiting and engaging females into employment across many sectors of our business.

Bonus Gap

Equal proportions of men and women received bonus.

Benefits in Kind Gap

Similar proportions of men and women received Benefits in Kind.

Reducing our Gender Pay Gaps

Ryans Investments is committed to narrowing Gender Pay Gaps wherever possible.

To support progress in addressing our Gender Pay Gaps, we will:

- Ensure that our leadership team is committed to addressing the gender pay gap and holds themselves accountable for progress.
- Review Talent Acquisition and Promotion Practices.
- Establish mentorship programs to support the career advancement of women within our company.
- Training and Development: Invest in leadership training and professional development programs targeted at women as much as possible.