



2022 Gender Pay Gap Report

Hertz

Introduction

At Hertz European Service Centre, we remain committed to employing a diverse and inclusive team and to adhering to the principles of equal opportunities and fair and equitable treatment for all.

We are already diverse in our ethnicity mix at Hertz, with representation from at least 15 countries across our teams.

The Hertz Europe Service Centre and Probus Leadership teams welcome 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.

Having been through an incredibly tough and unprecedented period during which our parent company needed to fight for survival, we know we have more work to do to build a workplace where inclusion and equity are embedded in everything we do.

It is incumbent upon all of us to champion diversity and to enable a workplace where everyone can bring their best and thrive. We look forward to creating great initiatives in the coming year.

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

I confirm that the calculations and the data provided for the combined Hertz Europe Service Centre and Probus employee base are accurate and in line with the above reporting regulations.

Damian Hilliard

Vice President Human Resources Europe

Gender Pay Gap in Ireland

In May 2022, the Irish Government signed into law a new set of regulations that require all organizations with at least 250 Ireland-based employees to analyse and publish their gender pay gap on an annual basis beginning in 2022.

Hertz has two legal entities in Ireland with just over 470 employees in total, Hertz Europe Service Centre (HESC) and Probus Insurance Company Europe DAC (Probus), and as such is subject to these new requirements. This regulation is not unique to Ireland and similar requirements are in place across an increasing number of countries around the world.

Understanding the Gender Pay Gap

The data relates to the Hertz Europe Service Centre (HESC) in Ireland and Probus Insurance Company Europe DAC (Probus) which accounts for a combined total of 472 employees. It includes a variety of roles in the areas of Customer Service, Reservations and Claims Administration, Technology, Finance, Human Resources and Marketing.

The calculations are based on combined pay data at the “snapshot” date of 30th June 2022 and any bonuses paid over the 12 months prior, in line with gender pay gap regulations. As Probus has 11 employees, the report data for both entities, although analysed separately, has been combined to preserve anonymity.

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 pay gap is the difference between what male and female employees are paid at all levels, 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 report provides details of the pay distribution between men and women across our Irish 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, 2022.

	Hertz Europe Service Centre	Probus
Total (Female & Male)	461	11
Total Males	218	7
Total Females	243	4

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 hourly remuneration gap between relevant male and female employees on temporary contracts.
- 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.

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, Bonuses & Benefit in Kind

Gender Pay

Hertz Europe Service Centre & Probus (combined)		
	Mean Pay Gap	Median Pay Gap
All employees	14.4%	10.1%
Part-time employees only	-34.2%	-24.1%
Temporary employees only	5.9%	3.1%

Bonus & Benefit in Kind

Hertz Europe Service Centre & Probus (combined)		
	Male	Female
Proportion receiving a Bonus	74.7%	71.7%
Proportion receiving a Benefit in Kind	40.9%	42.1%

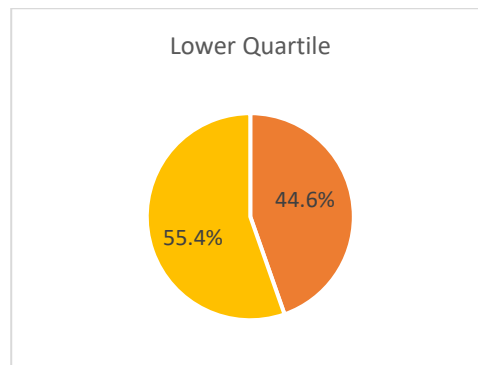
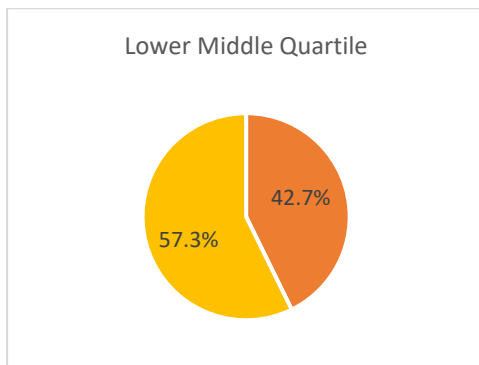
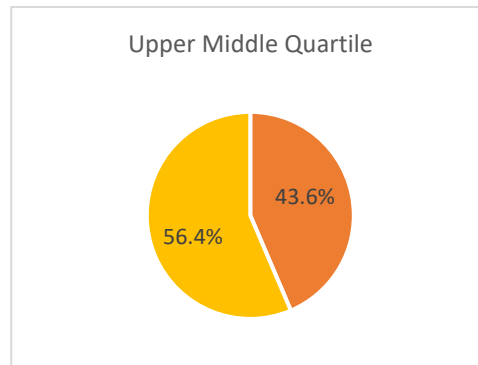
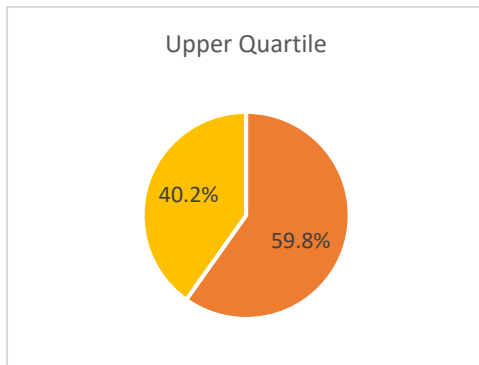
Bonus Pay Gap

Hertz Europe Service Centre & Probus (combined)		
	Mean Bonus Gap	Median Bonus Gap
Bonus Pay Gap	11.5%	22.7%

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.

Hertz Europe Service Centre & Probus (combined)



Key:

■ % of Male ■ % of Female

Understanding our Gender Pay Gap results

52.3% of the combined HESC & Probus workforce is female with 12.1% of our female population working part time compared to 2.7% of males in part time roles.

Overall, the results of the gender pay gap analysis show a gap in favour of male employees for our hourly pay calculations and our mean bonus gap.

Within the combined part-time employee group, there is a gender pay gap in favour of female employees.

72% of women and almost 75% of men received a bonus in 2022.

41.2% of women received a Benefit in Kind compared to 40.9% of men.

There are several factors that we believe will be contributing to these results:

- **Seniority:** a higher proportion of our most senior positions are currently occupied by males in the upper quartile. This is one of the main reasons for our reported gender pay and bonus pay gap in both our entities. We are committed to developing our leadership pipeline to close this gap over the coming years.
- **Role specialization:** We continue to have difficulty in recruiting and engaging females into employment across some of our technical areas. Nationally there is a significant gender gap in STEM at both college and workforce levels. Hertz moving forward will continue to work with partners in the ICT sector to build on STEM initiatives.
- **Part-Time employees:** At Hertz Europe Service Centre Limited & Probus, 12.1% of all female employees work part-time, whereas only 2.7% of male employees work part-time. Whilst this does not affect the hourly gender pay gap, where both working hours and pay are taken into consideration, part-time employees typically receive lower bonuses as their bonuses are prorated to reflect the hours worked, which is not taken into consideration in the bonus gap calculations, and this, therefore, will have an impact on our gender bonus gap.
- **Benefit in Kind:** HESC have a strong benefits' offering with opportunity for employees with over 5 years' service to opt in for healthcare insurance. Not all eligible employees have opted in to receive the healthcare offering and a further percentage are still under 5 years' service, which is why not all employees receive a benefit-in-kind.

Measures to reduce our Gender Pay Gaps

Creating meaningful, long-term change takes time. We are committed to narrowing these gaps as soon as possible, however, we know we cannot eliminate the gender pay gap overnight.

We believe our core strength lies in our ability to embrace differences and create opportunities for all employees, customers, owners and franchisees, and suppliers. A diverse body of talent with fresh ideas and perspectives is one of the essential ingredients to a company's long-term success.

What does Diversity mean to us?

Diversity is at the heart of our business. It's a way of thinking. It's an assortment of different thoughts, beliefs, and ways of living. We believe in equality for everyone, regardless of race, age, gender, gender identity, ethnicity, religion, or sexual orientation.

In 2023, we plan to introduce Employee Resource Groups (ERGs) to our organisation in Ireland. Our ERGs are voluntary employee led groups that serve as a resource for our team by fostering a diverse, inclusive workplace aligned with Hertz Global's mission, values, goals, business practices, and objectives. Members of the ERGs will work together to create a positive work environment at Hertz by actively contributing to our mission and efforts specific to inclusion, such as recruitment and retention. They provide personal and professional development through mentoring, volunteerism, and community involvement.

Looking Ahead to the Future

We know that creating meaningful change takes time and this is a long-term commitment for our company and our leadership team. The Hertz Europe Service Centre and Probus Leadership teams are committed to improving our results and this will be a standing topic for review in our leadership meetings moving into 2023.

