



EASYTRIP SERVICES IRELAND LTD

GENDER PAY GAP REPORT 2025

Snapshot date: 30 June 2025

Published in accordance with the Gender Pay Gap Information Act 2021

Introduction

Easytrip Services Ireland Ltd. is a road toll and fleet payment solutions provider, supporting both consumers and business customer across Ireland with tolling, fuel, and related payment services. Easytrip is part of DKV Mobility Group, a leading European provider of B2B fleet payment, tolling and mobility solutions, and employs a diverse workforce across Customer Operations, Finance, IT, Sales & Marketing, HR and executive leadership.

Gender pay gap reporting gives us an opportunity to look honestly at how pay and representation are distributed across our organisation, and to set out the steps we are taking to build a more balanced and equitable workplace. We welcome the transparency this brings.

This report sets out our mean and median gender pay gap figures across hourly remuneration, bonus pay and benefits in kind, together with the representation of men and women across four equally sized pay quartiles, for the 12-month period to 30 June 2025.

Our Workforce

As of our snapshot date of 30 June 2025, Easytrip Services Ireland Ltd employed 57 relevant employees. Our workforce is made up of a broad mix of customer-facing, operational and senior management roles across Customer Service, Accounts, IT, Marketing, Sales and executive leadership.



Total employees: 57

Male: 30 (52.6%)

Female: 27 (47.4%)

Full-time: 53 (93.0%)

Part-time: 4 (7.0%)

At Easytrip Services Ireland Limited, everyone is paid for the role they have in the team and for their performance in that role. No other factors affect an employee's remuneration. Easytrip is an Equal Pay employer – men and women performing equal work receive equal pay.

Gender Pay Gap Results 2025

A positive percentage indicates a gap in favour of men (i.e. men are paid more, on average); a negative percentage indicates a gap in favour of women.

33.2% Mean Hourly Pay Gap	-5.8% Median Hourly Pay Gap	89.1% Mean Bonus Gap	-11.1% Median Bonus Gap
93.3% Bonus Received – Male	96.3% Bonus Received – Female	20.0% Benefits in Kind – Male	0.0% Benefits in Kind – Female

Table 1: Gender Pay Gap Report Metrics 2025, all employees.

Pay Quartiles

Pay quartiles show the proportion of men and women in each of four equally sized bands, when all employees are ranked from lowest to highest hourly pay.

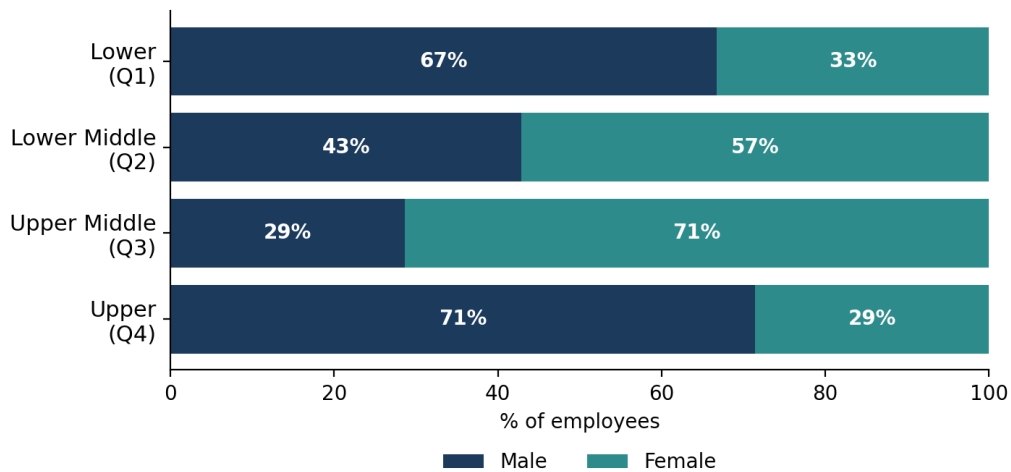


Figure 1: Gender distribution across pay quartiles.

What Is Driving Our Gender Pay Gap

Our analysis shows that the primary driver of Easytrip's gender pay gap is the concentration of men in senior leadership roles. By contrast, our largest role group, Customer Service, is almost evenly split between men (22) and women (21) and pay within that group is broadly comparable between genders. This confirms that our gap is a representation issue concentrated at senior level, rather than a pattern of unequal pay for the same role.

The mean bonus gap of 89.1% is driven by the same effect. The median bonus gap of -11.1% shows that bonus payments for most employees are broadly comparable between genders.

Benefits in kind (company car and related benefits) are provided only to a small number of senior and field-based roles, all of which are currently held by men, which explains the 20.0% vs 0.0% BIK gap.

Our Commitment to Closing the Gap

Easytrip Services Ireland Ltd recognises that meaningful progress on gender pay requires sustained action, particularly in relation to representation at senior level. We are committed to the following actions over the coming reporting periods:

- Reviewing our recruitment and succession planning processes for senior and Head of Department roles to ensure balanced shortlists and gender-neutral selection criteria.
- Identifying and supporting the development of female talent within Customer Service, Accounts and other departments who may wish to progress into management and senior roles.
- Reviewing our bonus and benefits-in-kind structures to ensure that eligibility criteria are transparent, consistently applied and not inadvertently weighted toward roles predominantly held by one gender.
- Continuing to monitor pay and representation data annually so that we can track progress against this baseline year.

We see this first report as a starting point rather than a finished picture, and we are committed to reporting transparently on our progress in the years ahead.

Declaration

I confirm that the gender pay gap information contained in this report for Easytrip Services Ireland Ltd is accurate and has been calculated in accordance with the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, as amended.

On behalf of Easytrip Services Ireland Ltd

Colin Delaney

Managing Director, Easytrip Services Ireland Ltd

Published: July 2026