

# Gender Pay Gap Report 2025

Republic of Ireland

**LKQ**

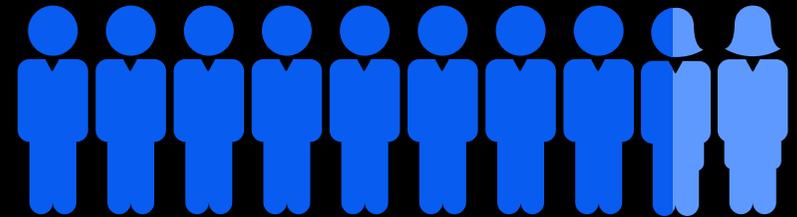




## 2025 Gender Pay Gap, Republic of Ireland

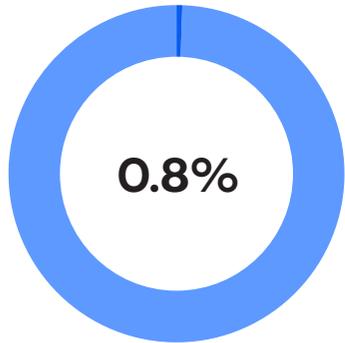
LKQ Euro Car Parts is pleased to share the findings of its 2025 Gender Pay Gap report for its 496 employees working in the Republic of Ireland.

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.

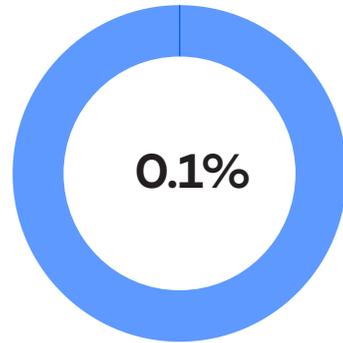


Most of our team in Ireland is male (**83%**). While the proportion of women has increased year-on-year, we are committed to accelerating our transition to a more diverse workforce, alongside the broader participation of women in Ireland's automotive sector.

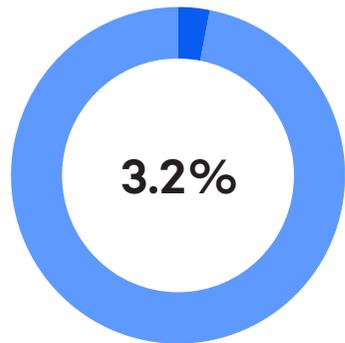
Mean gender pay gap



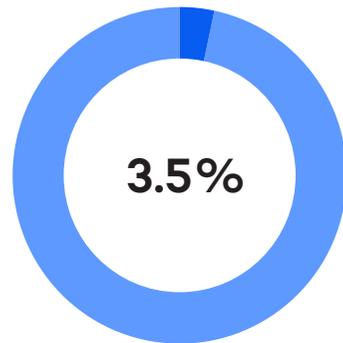
Median gender pay gap



Mean gender pay gap (part time)



Median gender pay gap (part time)



## 2025 Gender Pay Gap, Republic of Ireland

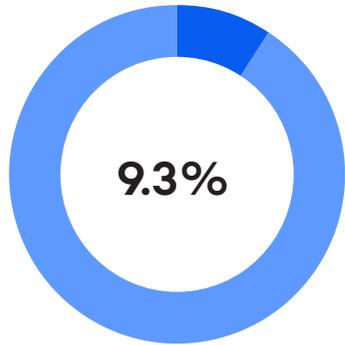
This ambitious goal is a key element of our Equity, Diversity, and Inclusion strategy, supported by various initiatives aimed at fostering a culture that attracts and retains individuals from a broad range of backgrounds.

Our aim is create and sustain an equitable, diverse, and inclusive environment where the best people can bring their full selves to work. It's supported by our PAVE (People Adding Value Everywhere) network of champions and working group, which reports directly to our board.

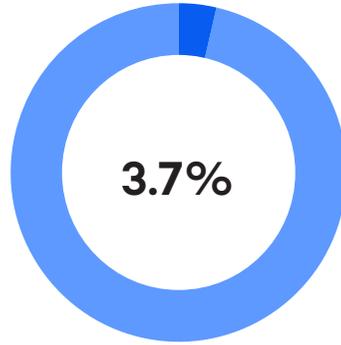
Our mean gender gap that is the difference between the average male and average female salary - is **0.8%** and now closer to parity than 2024 (**2.7%**).

The median gender pay gap - the difference between the mid-point male and mid-point female salaries is also small at **0.1%**.

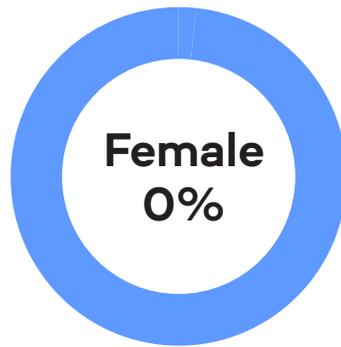
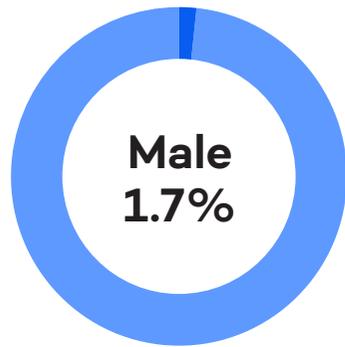
Mean gender bonus gap



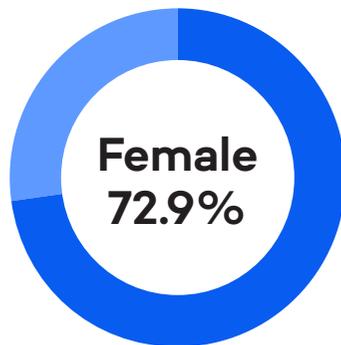
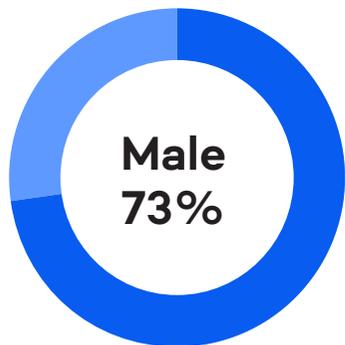
Median gender bonus gap



Colleagues receiving benefits in kind



Colleagues receiving a bonus payment



## 2025 Gender Pay Gap, Republic of Ireland

Our mean bonus gap the difference between the average male and average female bonus payments - was **9.3%** meaning that on average our female employees received larger bonuses.

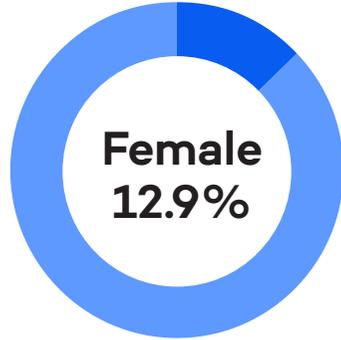
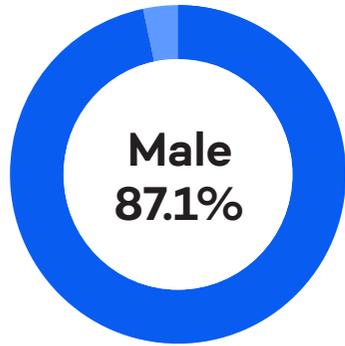
This represents an improvement compared to 2024, when the mean bonus gap was **13.7%**.

Our median bonus gap was **3.7%** in 2025, compared to **2.2%** in 2024.

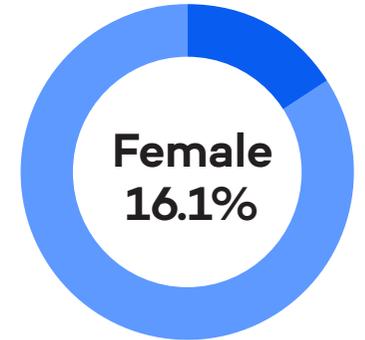
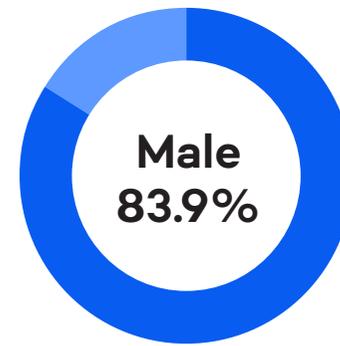
At LKQ Euro Car Parts, we recognize that fostering a diverse and inclusive workplace strengthens both our company and society as a whole. We believe that diverse teams generate more innovative and higher-quality ideas, which in turn supports our growth by enhancing innovation, customer engagement, and our ability to attract and retain talented individuals, enabling them to reach their full potential.

Therefore, promoting greater gender balance at LKQ Euro Car Parts in Ireland remains a fundamental part of our long-term strategy and is essential to our future success.

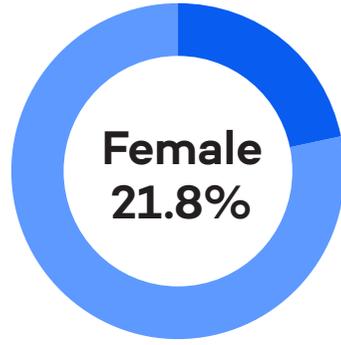
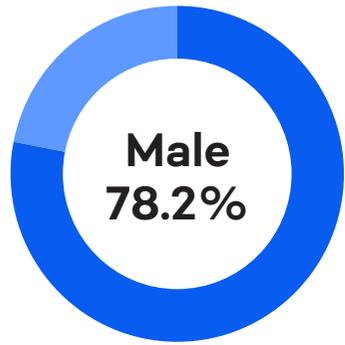
Salary Quartile – Lower Quartile



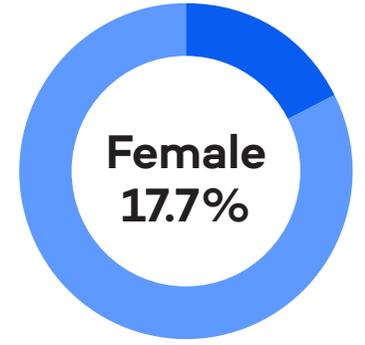
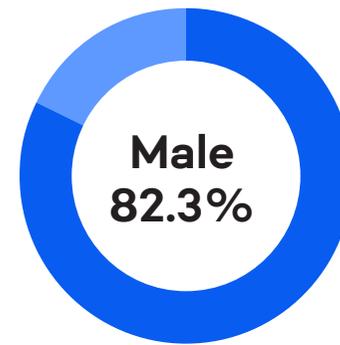
Salary Quartile – Upper Middle Quartile



Salary Quartile – Lower Middle Quartile



Salary Quartile – 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 2025\*.

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

Reporting on the Gender Pay Gap serves as a key indicator of a company's dedication to diversity and inclusion. We are pleased with our results this year, which place us on par with some of the most progressive industries in Ireland and well above the average within the automotive sector. However, we recognize there is still significant progress to be made in increasing female representation in our workforce.

This year, we have strengthened our efforts— not only because we believe it is the right approach, but also because we understand it is essential for our continued growth and success.



**LKQ**



**LKQ** **euro**★  
**CAR PARTS**