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Gender Pay Gap 2025



Summary



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1. Introduction

At Volkswagen Financial Services Ireland, we believe that transparency and fairness are the cornerstones of a thriving workplace. In line with the Gender Pay Gap Information Act 2021, we are proud to share our first annual Gender Pay Gap Report based on a snapshot date of 30th June 2025 —a vital step toward building a more equitable future for all our employees. This report includes details of mean and median hourly pay, bonus payments, and benefits in kind, accompanied by a narrative explaining the reasons for any gap and steps to be taken to close it.

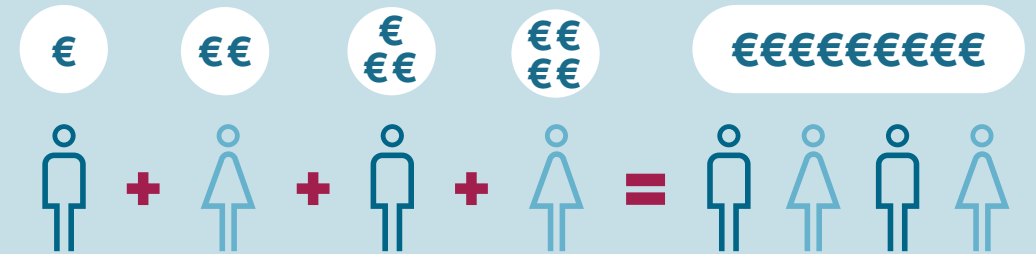


2. Gender Pay Gap Overview

The gender pay gap measures the difference in average hourly earnings between men and women, expressed as a percentage. Addressing the gap fosters fairness, improves morale and retention, and enhances organizational reputation.

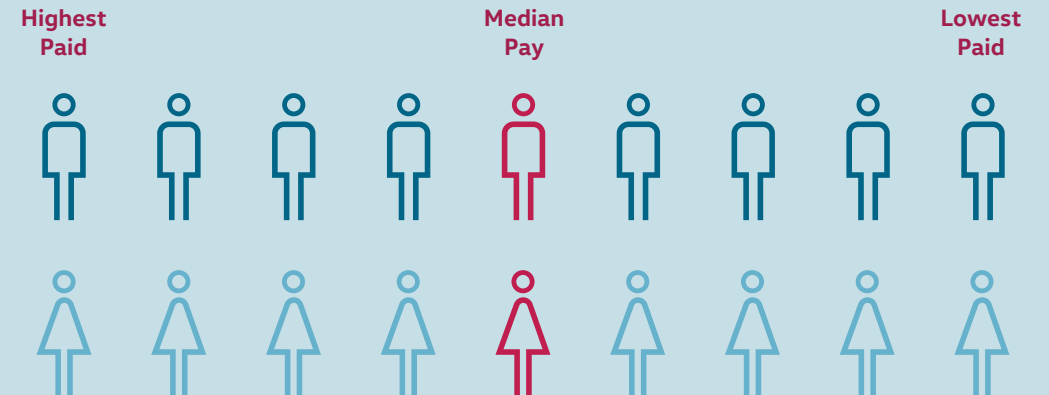
Calculating The Mean

The mean is the average. This is calculated by adding up all the salaries from all employees from both genders and dividing it by the number of employees.



Calculating The Median

If all employees were lined up in rows of male and female in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle male.





2. Survey Results

Overall the pay gap indicates that on average men are paid 9.75% more than women, this reflects a balanced distribution of roles and pay structures across our workforce. We remain committed to monitoring pay equity and maintaining transparency in line with Irish legislation.

Gender Pay Gap (All)		Gender Pay Gap (Temp)	
2.47%	9.75%	-18.64%	37.49%
Median	Mean	Median	Mean

Gender Pay Gap (Part Time)		Gender Pay Gap (Bonus)	
-17.38%	-29.57%	9%	2%
Median	Mean	Median	Mean

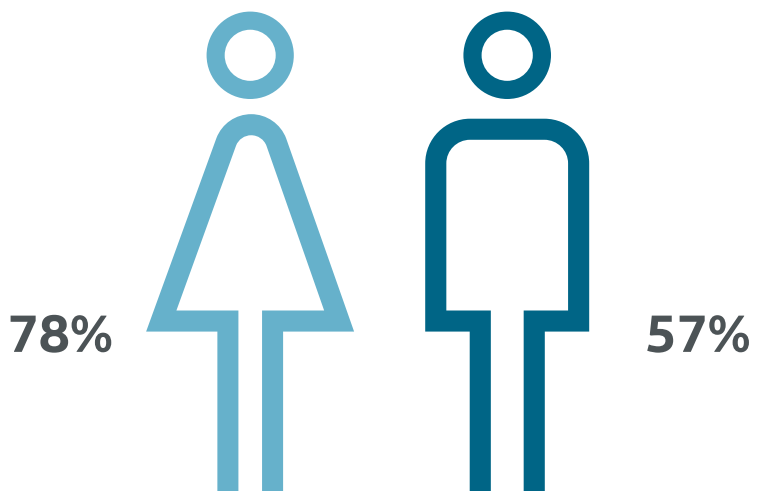




2. Survey Results

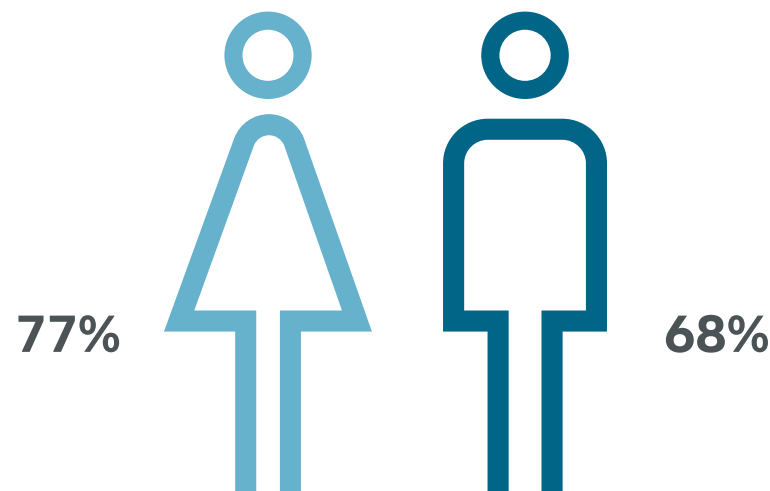
The analysis shows that 78% of women employees received a bonus compared to 57% of men, noting that any receipt of bonus, regardless of amount, was included in these results. Similarly, 77% of women employees received benefits-in-kind versus 68% of men, where any receipt of BIK is considered relevant, although only employees receiving ordinary pay are included. These differences are largely influenced by the timing of new hires, the scheduling of bonus payments, and the voluntary uptake of optional benefits. Ongoing monitoring will ensure fairness and identify opportunities for improvement.

Bonus Receipt Differences



(Any receipt of bonus, regardless of amount, was included in these results.)

Benefit in Kind Differences



(Any receipt of BIK was included in these results, although only employees receiving ordinary pay were considered.)



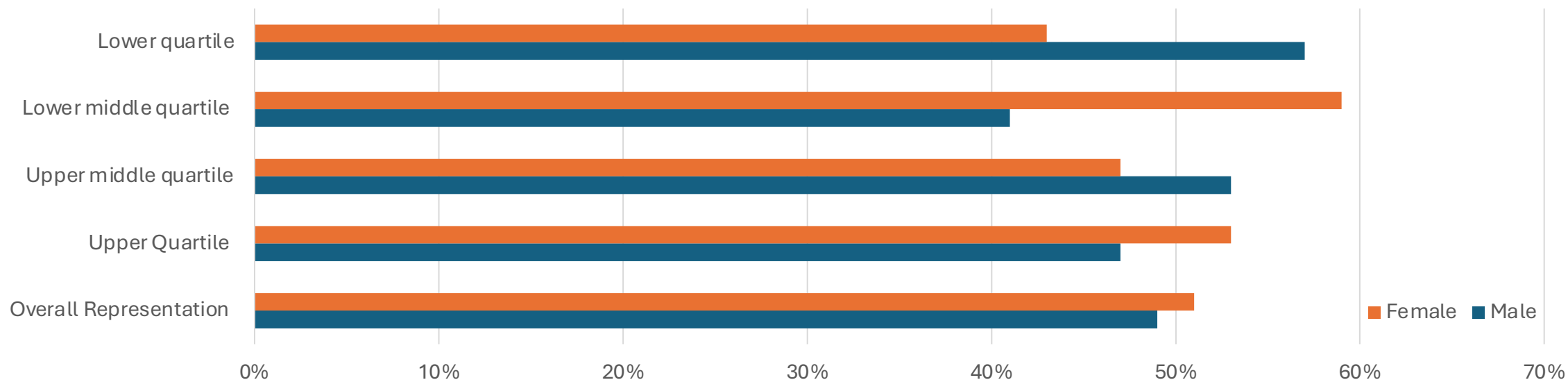
2. Survey Results

This analysis is based on ranking all employees by their total pay (including ordinary pay plus bonus) from highest to lowest. The ranked list is then divided into four equal groups, known as quartiles. The percentage of male and female employees in each quartile is calculated to show representation across the pay range.

The distribution suggests strong gender balance overall, with women slightly more represented in the upper quartile and lower middle quartile, where male representation is greatest in the lower quartile. This pattern may indicate progress toward pay equity, as women are not disproportionately concentrated in lower pay bands. The overall representation shows that male and female employees are almost evenly distributed across the organization, indicating a balanced workforce.

Distribution of employees across the pay range (% distribution)

Total pay numbers, including ordinary pay plus bonus are broken down into the four quartiles in the analysis below:





4. Conclusion and Next Steps

The gender pay gap at Volkswagen Financial Services reflects positive progress toward pay equity. The mean gender pay gap stands at 9.75%, while the median is 2.4%, indicating that overall pay differences between male and female employees are relatively modest.

Moving forward, the organization remains committed to continuously reviewing and refining its compensation practices, enhancing transparency, and supporting career development for underrepresented groups. Regular monitoring and transparent reporting will be essential to ensure sustained progress and accountability in closing the gender pay gap.

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Thank you