

Zero Gender Pay Gap 5 years in a row



Zero Gender Pay Gap (All)

In 2021, we became the first large company in Ireland to close the gender pay gap, a position we have maintained every year since.

All	Mean	Median
2021	-0.16%	3.75%
2022	-0.86%	0.49%
2023	-3.80%	-0.20%
2024	-2.80%	0.70%
2025	-4.85%	0.93%



Increased Female Representation

Female representation is increasing across key areas of our business.

 Male

 Female





Gender Pay Gap (Part-Time & Temporary Contract)

Women in part-time roles consistently earn slightly more than men. Women on temporary contracts typically earn less than men.


Part-Time	Mean	Median
2021	N/A	N/A
2022	-7.70%	-7.28%
2023	-11.43%	-6.68%
2024	-4.04%	-2.02%
2025	-5.31%	-4.60%


Temporary Contract	Mean	Median
2021	N/A	N/A
2022	2.30%	1.92%
2023	-5.44%	7.50%
2024	5.61%	6.19%
2025	3.03%	3.33%



Pay Quartiles

Women are increasingly represented in both the highest and lowest pay quartiles, with small but steady gains over time.

 Male

 Female



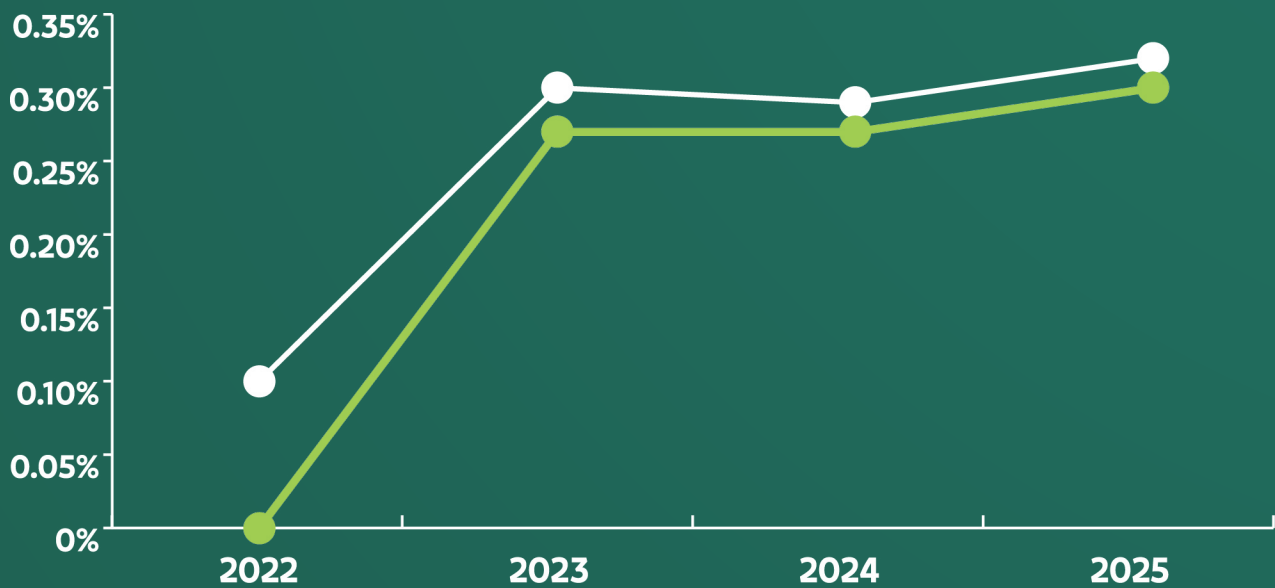


Employee Benefit-in-Kind

No significant gender disparity in access to Benefit-in-Kind (0.02% difference)

 Male

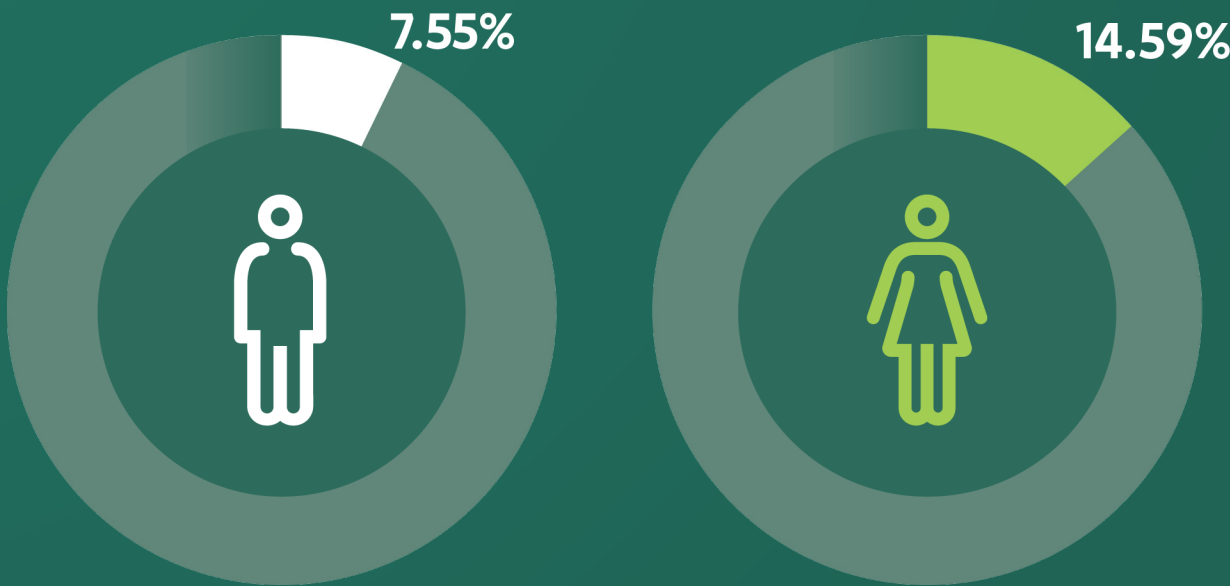
 Female





Performance-related Bonus Remuneration

Women received smaller performance bonuses than men, the gap has narrowed significantly since 2021.



Bonus Gap

Mean
Hourly Performance-related Bonus Gender Pay Gap (All)

2.36% €241

Median
Hourly Performance-related Bonus Gender Pay Gap (All)

5.44% €464