

2025 Ireland Gender Pay Report

As of June 30, 2025, our workforce was 44% women and 56% men. A higher proportion of men hold senior roles and work in technology functions, where market pay levels are generally higher than other areas. These factors contribute to the concentration of men in upper pay quartiles and influence overall pay gap figures.

Bonus eligibility reflects our commitment to equitable reward practices, recognizing contributions toward company goals regardless of level or role. Most employees also receive non-cash benefits such as health insurance and pension contributions, which are provided consistently across the workforce but are not included in gender pay gap calculations.

As we review the insights from this gender pay gap analysis, we recognize the importance of understanding how workforce composition and progression opportunities shape these outcomes. Employee development and internal mobility remain central to our philosophy, and we value the contributions of all colleagues as they advance within the organization.

Hourly Pay Gap	
Mean	23%
Median	43%

Bonus Pay Gap	
Mean	34%
Median	50%

Proportion Receiving Bonus	
Female	100%
Male	97%

Proportion Receiving Benefits in Kind	
Female	98%
Male	91%

Pay Quartiles	Female	Male
Lower	70%	30%
Lower Middle	43%	57%
Upper Middle	67%	33%
Upper	14%	86%