2026 Ireland Gender Pay Report

As of June 30, 2026, our workforce was 45% women and 55% men. A higher proportion of men hold senior level positions and work in technology functions, where market pay levels are generally higher than in other areas of the business. These factors contribute to the concentration of men in upper pay quartiles and influence overall pay gap figures.

Bonus eligibility reflects our commitment to recognizing employee contributions toward company goals across a broad range of roles and levels. While the majority of employees participate in our annual bonus plan, a higher proportion of women are currently employed in roles classified as fixed term, which are not eligible for our annual bonus plan. 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 (Male over Female)	
Mean	24%
Median	37%

Bonus Pay Gap (Male over Female)	
Mean	36%
Median	52%

Proportion Receiving Bonus	
Female	84%
Male	95%

Proportion Receiving Benefits in Kind	
Female	86%
Male	90%

Pay Quartiles	Female	Male
Lower	59%	41%
Lower Middle	59%	41%
Upper Middle	41%	59%
Upper	22%	78%