

Ireland Pay Gap June 2025

In line with the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2025, SI No. 264 of 2025 in the Republic of Ireland, the Ireland pay gap for 2025 has been completed.

The regulations require organisations with over 50 employees to report on their hourly gender pay gap, at a snapshot date, across a range of metrics, including hourly remuneration, bonuses, different contracts (eg part time, temporary and permanent) and the percentage of male and female employees who received additional benefits. Reporting requirements include:

- Mean hourly remuneration gap
- Median hourly remuneration gap
- Mean bonus remuneration gap
- Median bonus remuneration gap
- Mean hourly remuneration gap of part-time employees
- Median hourly remuneration gap of part-time employees
- Mean hourly remuneration gap of temporary contract employees
- Median hourly remuneration gap of temporary contract employees
- Percentage of male employees who were paid bonus remuneration and percentage of female employees who were paid bonus remuneration
- Percentage of male employees who received a benefit in kind and percentage of female employees who received a benefit in kind
- Percentage of males and females when divided into four quartiles, ordered from lowest to highest pay

The 2025 results

All positions as at 29 June 2025	Percentage
Mean hourly remuneration gap	-8.58
Median hourly remuneration gap	-3.70
Mean bonus remuneration gap	65.70
Median bonus remuneration gap	0
Mean hourly remuneration gap of part-time employees	-12.41
Median hourly remuneration gap of part-time employees	-0
Percentage of males who received a bonus	82.05
Percentage of females who received a bonus	85.36
Percentage of males who received a benefit in kind	0.00
Percentage of females who received a benefit in kind	0.00
No of employees on a temporary contract	0.00
Quartiles	
Lower quartile male/female	68/32
Lower quartile male/female	60/40
Upper-middle quartile male/female	73/27
Upper quartile male/female	60/40

* A negative pay-gap figure means that, on average, women earned more than men; a positive pay-gap figure means that, on average, men earned more than women.

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Understanding the results

Gender pay gap

The gender pay gap is a measure of the difference in the average pay of men and women, regardless of their role.

There were 119 employees deemed to be in relevant employment, on the snapshot date of 29 June 2025, of these 52 are classified as part-time

Of our workforce 34.45% are female. (Female part time 38.46%)

The MEAN hourly paygap is -8.58% MEDIAN hourly pay gap is -3.70% both are in favour of females this is due to higher number of males employed in the two lowest pay quartiles

The MEAN hourly paygap for part-time employees is -12.41% MEDIAN hourly pay gap for part-time employees is 0% the Mean in favour of females is due to higher number of males employed in the two lowest pay quartiles

0% Median pay gap for part time employees is due to standard pay rates in line with role and pay banding regardless of gender

Gender bonus gap

All employees, irrespective of job role and length of service, are eligible for a bonus.

In addition, there is a management bonus plan

The analysis shows that a similar proportion of females (85.36%) and males (82.05%) received bonus payments.

The MEAN bonus gap 65.70% however, reflects the higher proportion of males in management positions entitled to bonus plan we recognise that we need to recruit and promote more females to management roles.

MEDIAN bonus pay gap is 0

Comment

Pegaso Ltd is committed to equality of opportunity and promotes a diverse and inclusive working environment Our results illustrate our gender neutral approach to pay and remuneration of our staff

We will continue to ensure all employees have an equal opportunity to develop their career, including a non-biased selection process for promotional opportunities and training.

Declaration

I am confident that the data and information reported are accurate as of the snapshot date of 29 June 2025 and have been calculated according to the requirements of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2025 ,SI No. 264 of 2025 in the Republic of Ireland.

Ann French Financial Controller

20/11/2025

Gender pay gap report Ireland 2025