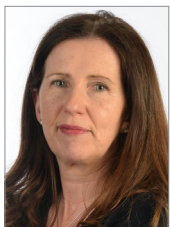


THE IRISH TIMES

GENDER PAY GAP REPORT
DECEMBER 2022



GENDER PAY GAP OVERVIEW

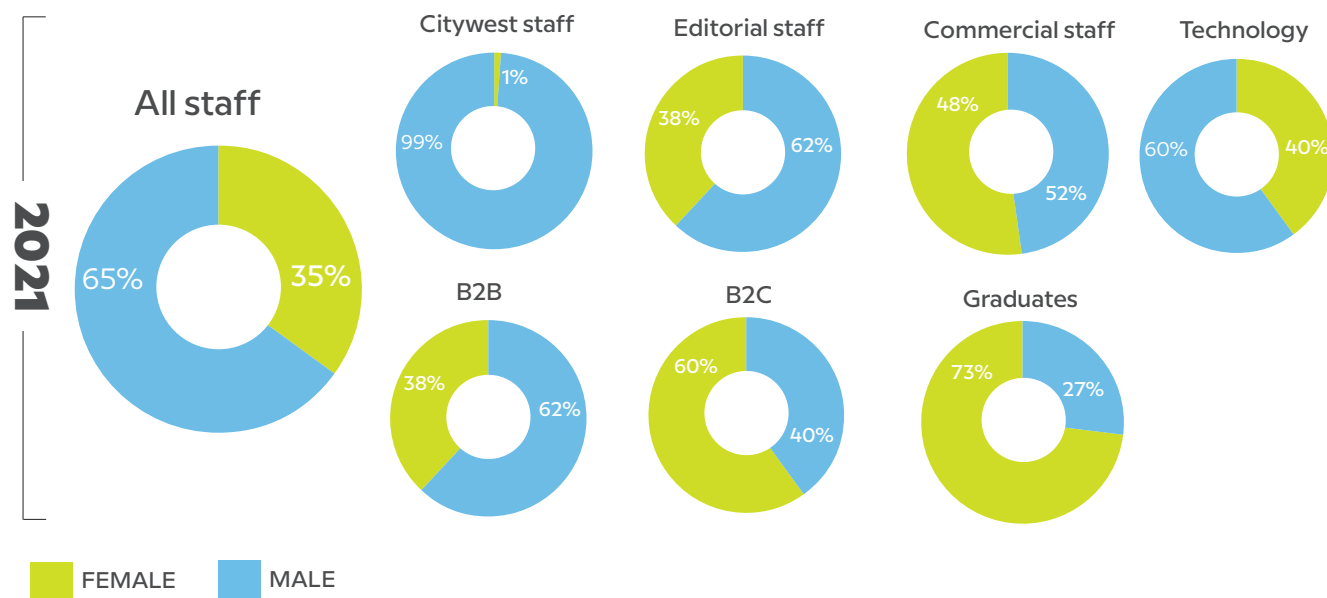


Foreword by **Deirdre Veldon**
Group Managing Director The Irish Times

We are pleased to share our Gender Pay Gap Report for the statutory reporting period to June 2022. Being transparent through reporting is an important aspect of accountability and helps us build a better understanding of the drivers of the pay differentials that exist at the Irish Times and how we can reduce them. There are always opportunities to learn and improvements we can make. As an organisation we continue to strive towards achieving our Diversity and Inclusion goals.

The Irish Times remains fully committed to building and optimising the diversity of our workforce. We understand that progress requires conscious and concerted action over time. We look forward to launching our new Diversity & Inclusion Action Plan 2023 which will set out our upcoming priorities and desired outcomes. Gender diversity will remain an important focus for the organisation. More broadly, we will continue to look at how we attract and retain diverse talent, extending the Diversity & Inclusion learning offering to managers and colleagues and enhancing the data, insights and measures available. We also want to continue to integrate and embed Diversity & Inclusion into our key people policies, practices and decision making across the organisation in order to make meaningful and sustained progress.

The overall gender distribution in the Irish Times in 2021 was 35 % Female and 65% Male. The distribution moves to 42% Female and 58% Male when the Citywest Printing Plant are excluded.



OUR GENDER PAY GAP

REPORTING EXPLAINED

What is the New Gender Pay Gap statutory reporting?

The gender pay gap, not to be confused with the issue of equal pay, shows the difference in the Mean (average) and Median hourly rate of pay between women and men in an organisation, expressed as a percentage of average male earnings. Organisations are required to follow a calculation methodology set out by the Gender Pay Gap Information Act 2021 to report their mean and median pay gaps across a number of data sets;

There are seven reporting requirements:

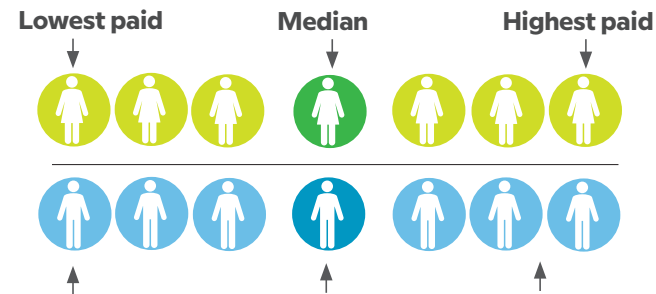
- 1 The mean and median pay gap in hourly pay between male and female employees
- 2 The mean and median pay gap in hourly pay between part-time male and female employees
- 3 The mean and median pay gap in hourly pay between temporary male and female employees
- 4 The mean and median bonus pay gap between male and female employees
- 5 The percentage of male and female employees who received bonus pay
- 6 The percentage of male and female employees who received benefit in kind
- 7 The percentage of male and female employees in each of four pay band quartiles

In 2022, employers had to choose a “snapshot date” in June, which will mirror their reporting date in December 2022.

The Irish Times snapshot date is 28th June 2022. Therefore, the Gender Pay Gap information in this report relates to those still in employment at 28th June 2022. The reporting period is the 12-month period immediately preceding this date, the reporting period is 29 June 2021 to 28 June 2022.

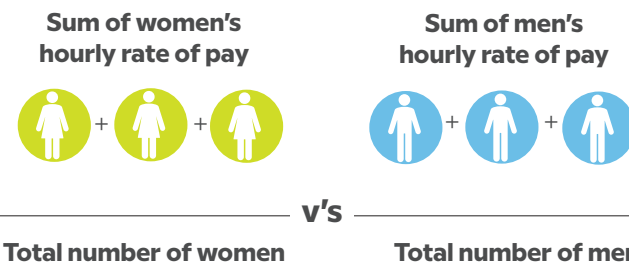
Distinguishing between median and mean

Median Calculation



The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. The median gap is based on the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

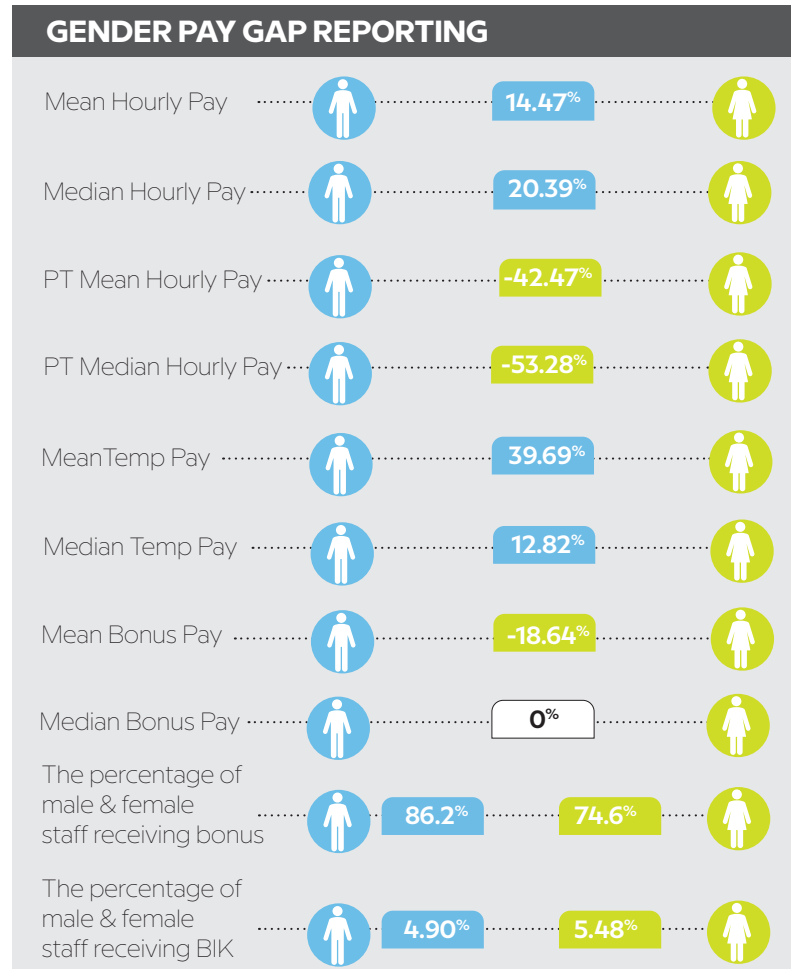
Mean Calculation



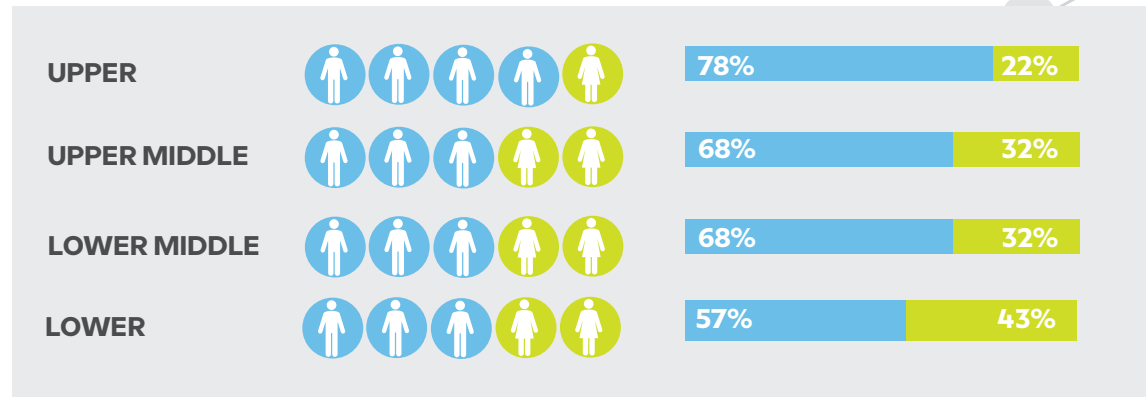
The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.

The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

WHAT IS OUR GENDER PAY GAP SHOWING?



ORGANISING EMPLOYEES INTO QUARTILES



Part Time Mean and Median Hourly Pay Gap: Gender Pay Gap is positive to females. This reflects the higher proportion of males in part time roles within the organisation at 63% mainly in Circulation and Print plant roles compared to 37% of females in part time editorial roles.

Bonus: Mean Bonus Pay Gap is positive to females while the median is at 0%. This indicates a number of females in our commercial teams who received a bonus related to sales commission.



HOW WILL WE CLOSE THE GAP?

We are clear that our data is indicating our gender pay gap is driven by a lack of women in senior positions. This is particularly compounded in our Editorial, Printing and Technology areas. Addressing our gender pay gap will form a key element of our wider Diversity & Inclusion Action Planning with specific actions targeted at addressing our Gender pay Gap.

We have set ambitious goals in relation to eliminating the Gender Pay Gap, we aim to:

1. Reduce the overall gender pay gap at the Irish Times every year.
2. Within five years, aim to achieve a 50:50 gender balance in the top half of the organisation.
3. By 2027 be within 5% of eliminating our Gender Pay Gap

OUR CONTINUED ACTIONS: At the Irish Times we celebrate diversity, and value and respect all differences in all people and strive to have a diverse workforce representative of society in Ireland. The data in this report and actions we are taking give an important update on how we are progressing towards gender equality, but of course that is just one part of the picture. A Diversity & Inclusion Strategy needs take a wider, holistic view of how we can build a workplace without bias and a culture that enables all employees to participate and thrive. We have commenced a number of Diversity & Inclusion initiatives in late 2019 and embarked on ambitious plans reviewing diversity in our published content, piloting training in unconscious bias and workshops in diversity awareness, formed a Joint D&I Working Group, developed a Mentoring Programme for those on the Entry Level Journalist and Commercial Graduate Programmes and the awarding of the inaugural Mary Maher Bursary in 2022 supporting aspiring journalists from underrepresented backgrounds. We are pleased that we will be able to restart our Outreach and Transition year initiatives in 2023 as we have moved to a Hybrid working model. We will continue to strengthen our actions in these areas and will set tangible goals and define desired outcomes in the development of our Diversity & Inclusion Strategy in 2023 supported by measurement to strengthen embeddedness of Diversity and Inclusion at a strategic level in the organisation including our Gender Pay Gap Goals. Our Diversity & Inclusion Strategy we will set out the steps the organisation is taking or planning to take, to improve gender equality and gender balance and will include actions across three areas:

1. Attracting diverse talent to the Organisation
2. Developing diverse talent to reach their full potential
3. Enabling careers to thrive

This is an all-company commitment, fully supported by our Leadership Team and Board.