

THE IRISH TIMES

GENDER PAY GAP REPORT

The Irish Times DAC
Date: 1st October 2026



GENDER PAY GAP

INTRODUCTION

The Irish Times, we are committed to fostering a workplace that values equity, transparency, and inclusion. As part of this commitment, we publish our Gender Pay Gap Report to provide a clear and honest account of how we are progressing toward gender parity in pay across our organisation. Understanding and addressing this gap is essential to ensuring that all employees have equal opportunities to thrive, regardless of gender. This report outlines our current gender pay gap figures and details the actions we are taking to close it. While we acknowledge that there is still work to be done, we remain dedicated to creating a fairer and more inclusive workplace for everyone.

REPORTING EXPLAINED

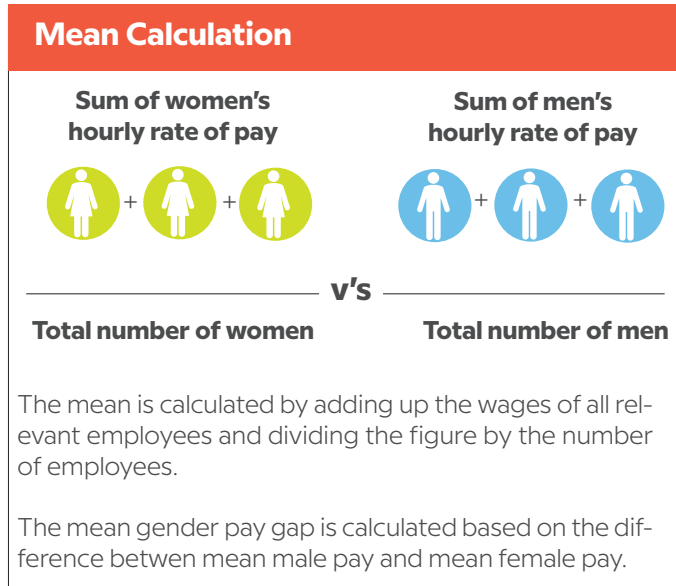
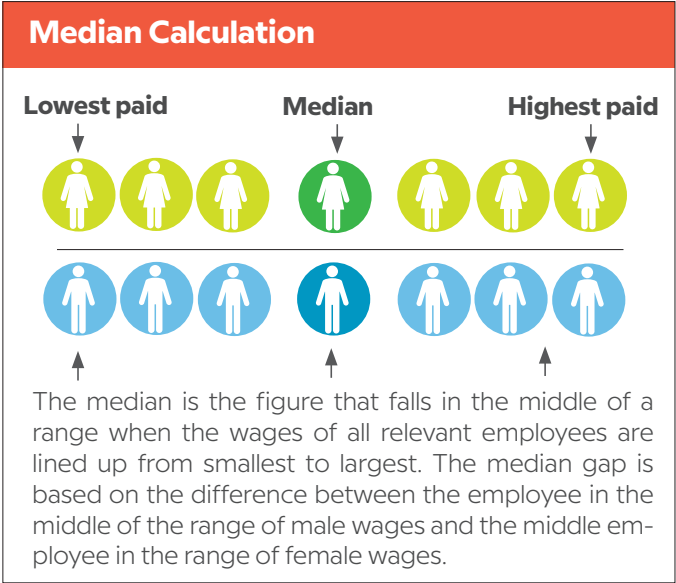
The gender pay gap, not to be confused with the issue of equal pay, shows the difference in the Mean (average) and Median hourly rate of pay between women and men in an organisation, expressed as a percentage of average male earnings. Organisations are required to follow a calculation methodology set 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.

For the 2026 report, The Irish Times used a snapshot date of 1st June to report its Gender Pay Gap Information. The reference period is the previous 12 months.

Distinguishing between median and mean



WHAT IS OUR GENDER PAY GAP SHOWING?

GENDER PAY GAP REPORTING

		2026	2025	
Mean Hourly Pay		3.25%	-1.44%	
Median Hourly Pay		9.80%	4.90%	
PT Mean Hourly Pay		-26.33%	-96.65%	
PT Median Hourly Pay		-82.30%	-92.22%	
Mean Temp Pay		-0.69%	-18.96%	
Median Temp Pay		-16.37%	-17.61%	
Mean Bonus Pay		-11.04%	-33.00%	
Median Bonus Pay		24.02%	0%	
The percentage of male & female staff receiving bonus		86.90%	96.15%	
		86.35%	95.48%	
The percentage of male & female staff receiving BLK		3.40%	3.08%	
		1.50%	3.87%	

In 2026, in The Irish Times, the mean gender pay gap increased to 3.25%, meaning that, on average in The Irish Times, women are paid 3.25% less than men.

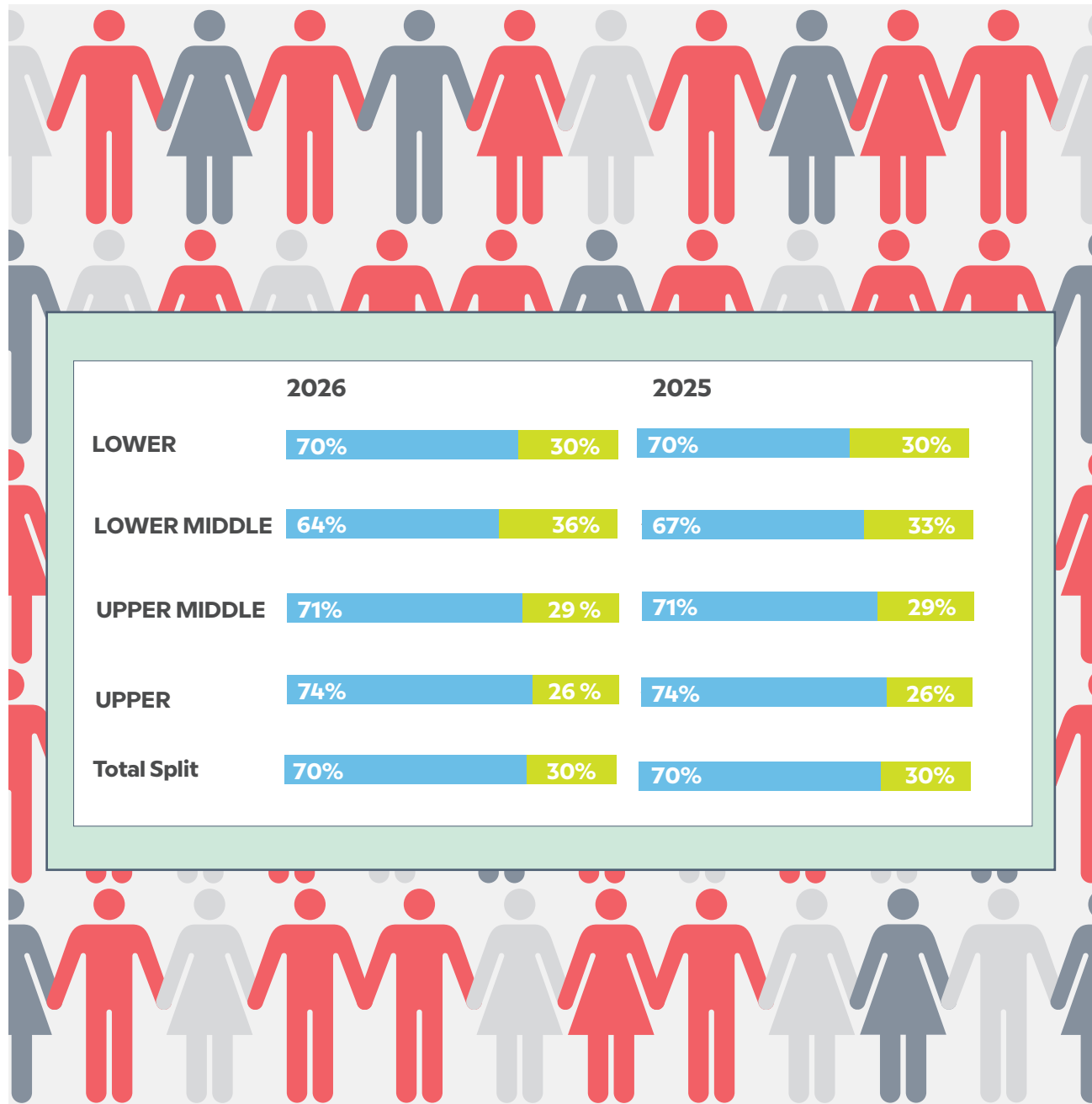
The fluctuations are mainly due to the timing impacts of leavers and joiners.

The continued high variance in favour of female employees with part-time salaries, both mean and median, indicates a sustained positive impact of flexible working policies for women in senior positions.

DISTRIBUTION OF GENDER ACROSS PAY QUARTILES

The distribution of gender across pay quartiles has remained the same in 2026, with a small increase in women in the lower middle quartile.

The overall gender split in the company remains at 70% male and 30% female. This reflects that the print, engineering and distribution workforces are dominated by men, employed at The Irish Times on behalf of the entire group.





CHAMPIONING INCLUSIVE BUSINESSES

The Irish Times Group's Equality, Diversity and Inclusion agenda continued to focus on supporting women at work, by improving working conditions, enhancing policies and promoting inclusive recruitment. We believe that this creates a positive environment where women want to work and feel valued.

Activities over the last year included:

- Continued support for female positive workplace policies, including fertility, miscarriage and paid time off for associated medical appointments.
- Championing women in the workplace and society through our Women's Podcast, including an event for staff
- Succession planning with the promotion of women into management roles across the group
- An improvement to our maternity leave policy with 26 weeks of fully paid leave after 12 months of service



ACTION PLAN: CLOSING THE GENDER PAY GAP

We recognise that closing the gender pay gap requires sustained effort and meaningful change. At The Irish Times, we are taking proactive steps to ensure that all employees, regardless of gender, have equal access to opportunities, development, and reward.

As highlighted in previous reports. Our aim is to:

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

In 2026 the Gender Pay Gap in The Irish Times worsened, however we have maintained a Gender Pay Gap of under 5%, achieving our third aim in advance of the 2027 target. We need to continue to work towards a better gender balance in our organisation.

The action plan focuses on four key areas:

1. Inclusive Recruitment
2. Pay and Reward Transparency
3. Championing Diverse Talent
4. Education and Accountability