

Irish Examiner *The Echo*

GENDER PAY GAP REPORT

The Irish Examiner and Echo
Date: 1st November 2025



GENDER PAY GAP

INTRODUCTION

At the Irish Examiner and The Echo, 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:

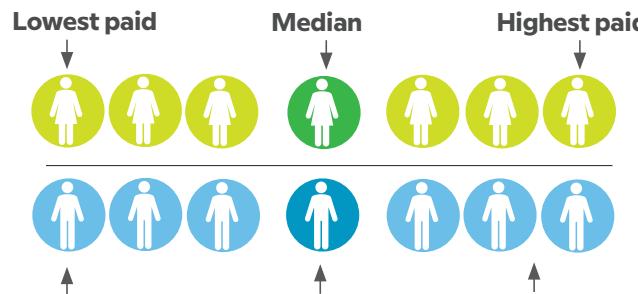
1. The mean and median pay gap in hourly pay between male and female employees
2. The mean and median pay gap in hourly pay between part-time male and female employees
3. The mean and median pay gap in hourly pay between temporary male and female employees
4. The mean and median bonus pay gap between 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 2025 report, we have used a snapshot date of 1st June to report our Gender Pay Gap Information. The reference period is the previous 12 months.

Previous reports used a date of the 7th June since the first report for June 2023.

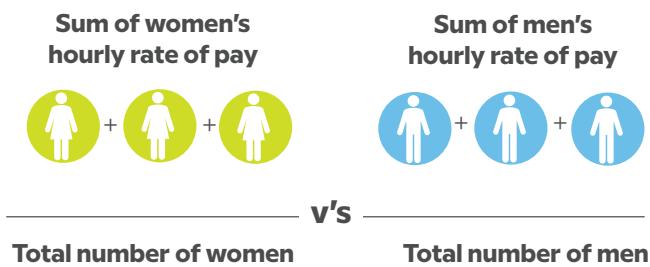
Distinguishing between median and mean

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

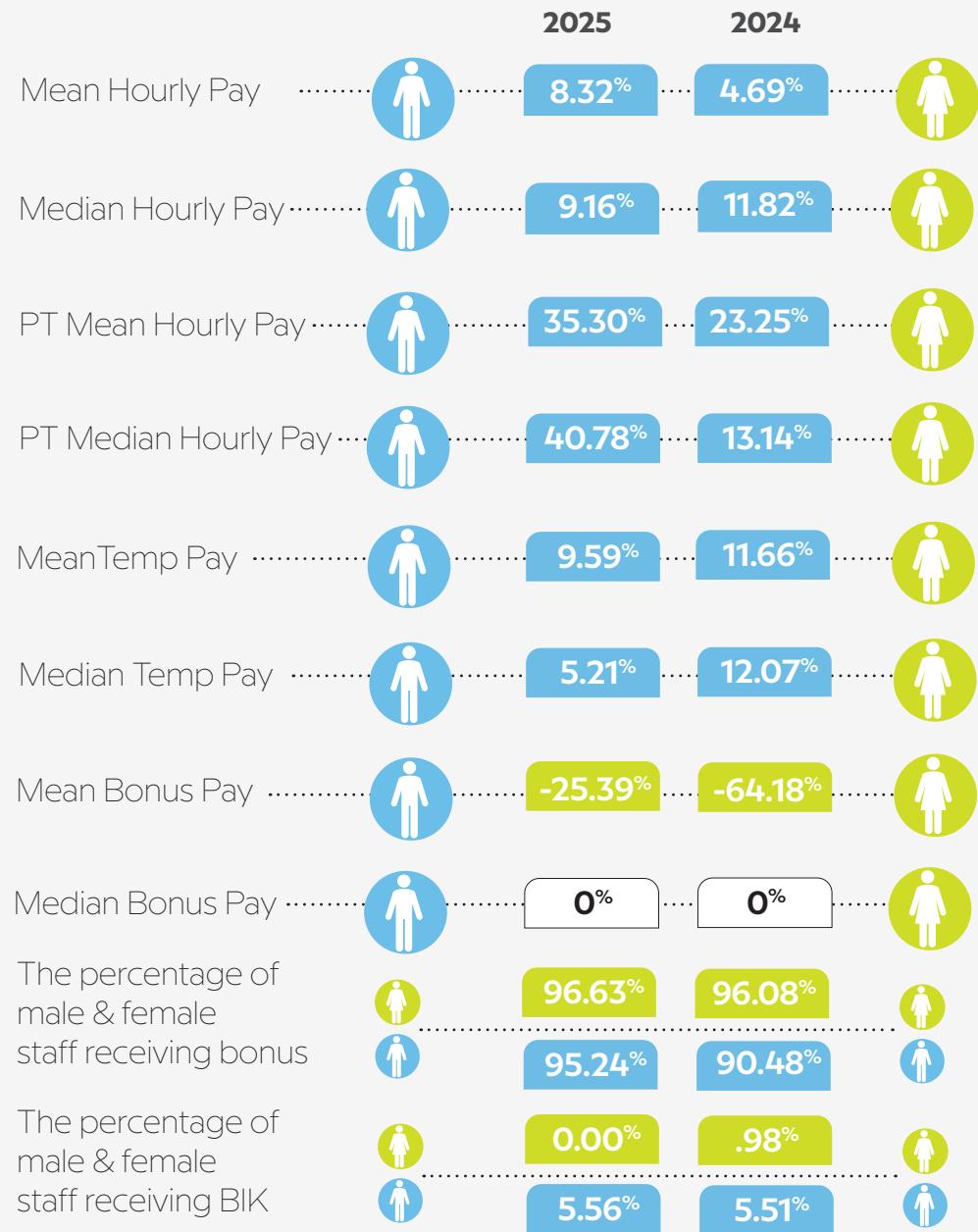


The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.

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?

GENDER PAY GAP REPORTING



The Mean Gender Pay Gap has deteriorated slightly to 8.32% compared to 4.69% in 2024. This means on average women are now paid 8.32% less than men at The Irish Examiner and The Echo.

However, the median pay gap shows an improvement, at 9.16% when compared with 11.82% in 2024.

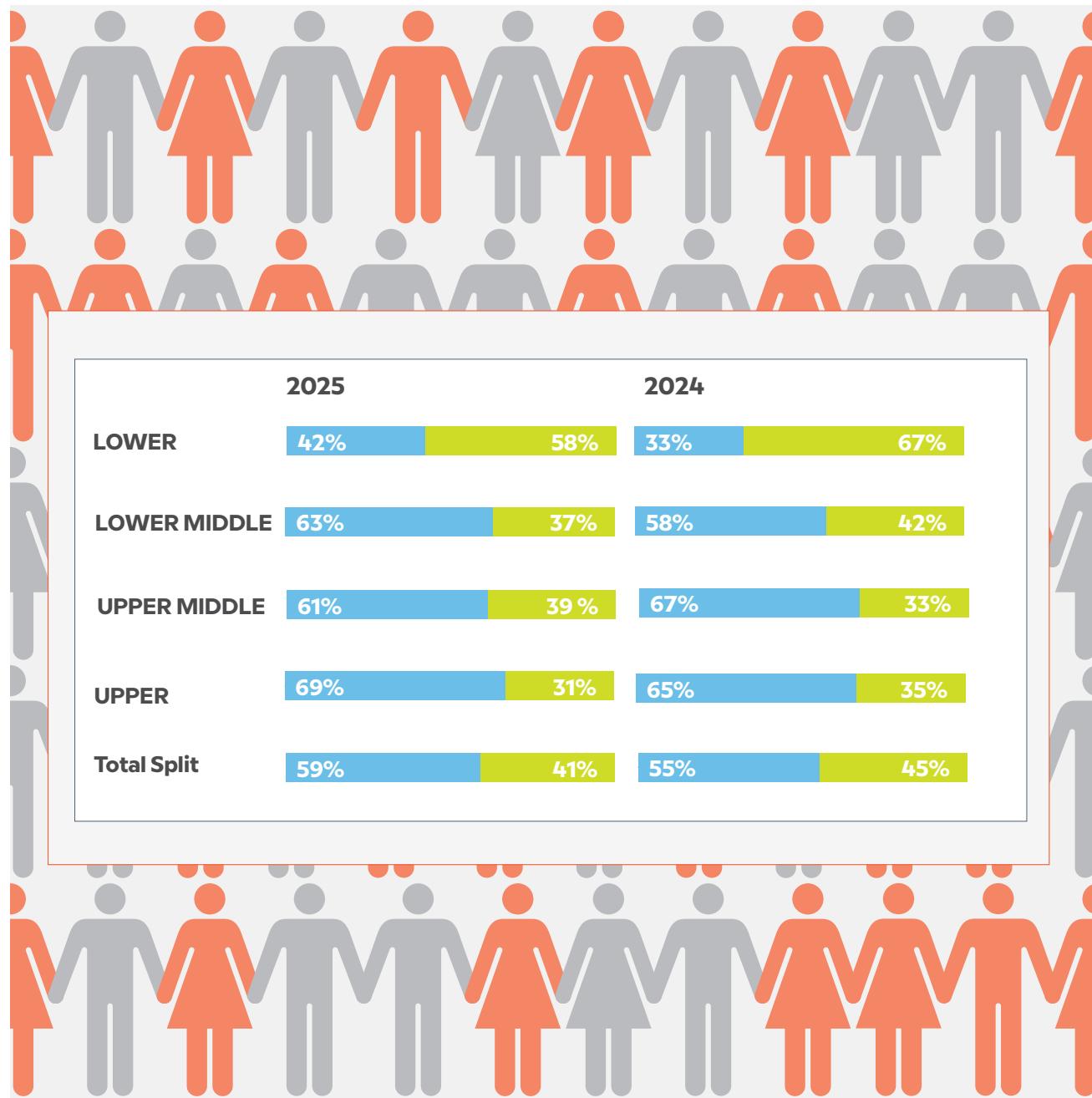
The fluctuations are mainly due to the timing impacts of leavers and joiners.



DISTRIBUTION OF GENDER ACROSS PAY QUARTILES

The overall gender split in the company has changed to 59% male and 41% female, impacting all levels.

The representation of women at the upper middle quartile has improved to 39%. There has been a decrease in women all other quartiles.





CHAMPIONING INCLUSIVE BUSINESSES

The Irish Examiner and The Echo are part of The Irish Times Group and is aligned to the overall Group's Equality, Diversity and Inclusion agenda. In 2025, The Irish Times Group 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:

- The launch of the group's first Menopause in the Workplace Policy. Training was held for line managers to help manage menopause in the workplace, followed by a general staff briefing session for menopause education, in partnership with the Menopause Hub.
- Improvements were made to our leave policies, including a supportive leave policy for parents managing through miscarriage and the introduction of a Fertility Leave Policy with paid time off for medical appointments.
- Establishing a partnership with Career Returners and Back to Work Connect, to promote jobs to women returning to work after career breaks
- Strengthening succession planning to support women into leadership positions.
- The Irish Examiner and The Echo continue to engage with their female audiences through events such as the breakfast event for International Women's Day, a Feelgood September Reset Live, The Echo Women's Mini Marathon and IE Style live.



ACTION PLAN: CLOSING THE GENDER PAY GAP

We recognise that closing the gender pay gap requires sustained effort and meaningful change. At the Irish Examiner and The Echo, 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 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 2025 we have seen a deterioration in our Gender Pay Gap for the Irish Examiner and The Echo. 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. Championing Diverse Talent
3. Education and Accountability
4. Pay and Reward Transparency

