



Gas
Networks
Ireland

gasnetworks.ie

Gender Pay Gap Report

2025



Executive summary

We are pleased to announce that our 2025 gender pay gap data reflects our continued commitment to equity, with encouraging signs of progress across several key indicators.

This year, we are encouraged to report that our mean gender pay gap continues to improve year on year — moving from 4.5% in 2024 to 3.9% in 2025 — while our median gender pay gap has improved from 4.3% to 2.5%. And, female representation in our Senior Leadership Group has also increased by 3.5%.

These positive changes are an indication that our initiatives for equity are working, as we continue to strive toward greater gender balance within Gas Networks Ireland.

However, while progress is evident, we are also acutely aware that representation is also influenced by external macroeconomic factors, including industry-wide talent shortages in STEM careers, gender imbalances in the utilities sector, and broader societal trends. These factors can limit the pace of change, especially in traditionally male-dominated roles or functions.

Despite these challenges, however, we are actively working to move the dial. Through the introduction of a range of targeted initiatives, changes to our processes, and through the introduction of progressive policies, we are seeing positive momentum. We understand that sustainable change takes time, but we remain fully committed to doing what's right — creating a workplace where everyone has equal opportunity to thrive and progress.

Finally, as we look forward to the coming year, we are confident that our sustained efforts will lead to continued progress and will in turn help to further close the gender pay gap within Gas Networks Ireland.

**Nicola
McSweeney,**

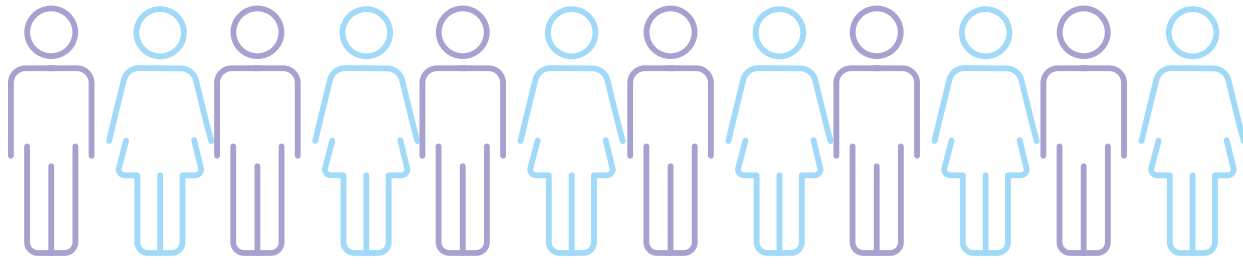
People
Director



**Bobby
Gleeson,**

Chief Operating
Officer

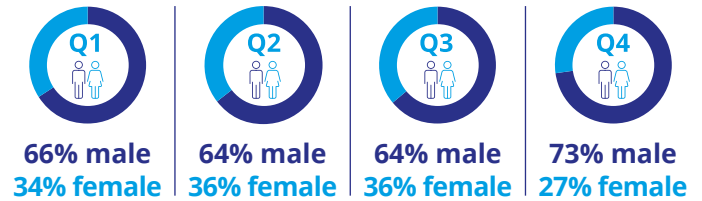




The data

Percentage of males and females when divided into four quartiles

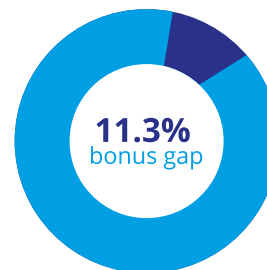
As per the Gender Pay Gap Information Act 2021, the following infographics outline the data gathered by Gas Networks Ireland, based on a snapshot of time in June 2025.



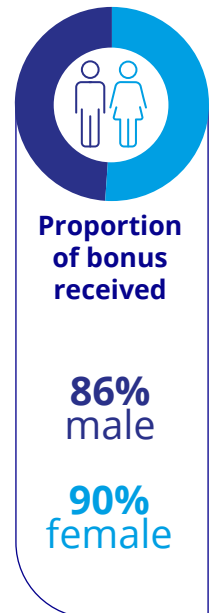
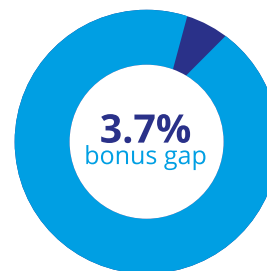
Gender representation



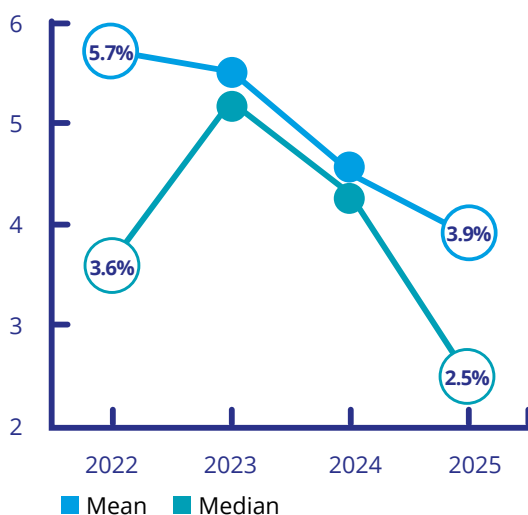
Mean (pay and bonus)



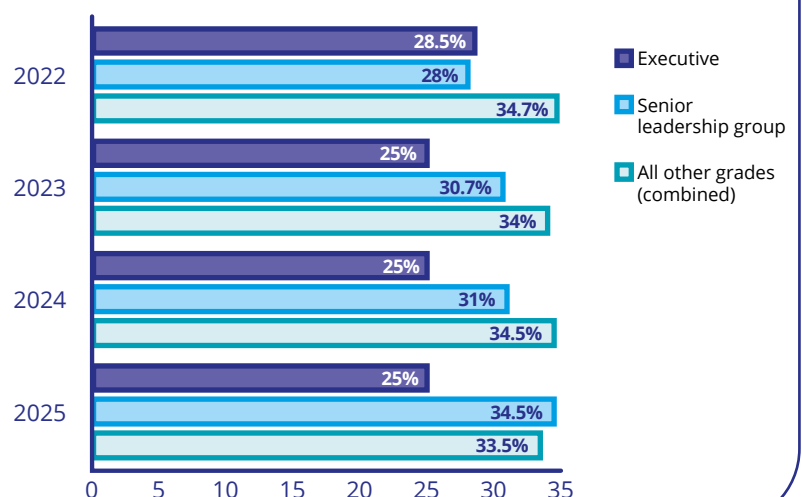
Median (pay and bonus)



Gender Pay Gap trends over time



Senior female representation over time





Understanding the pay gap

Gender representation

The gender breakdown of Gas Networks Ireland significantly influences our gender pay gap. Our workforce consists of 67% (608) male employees and 33% (304) female employees.

Mean & median pay gap

The mean pay gap is now 3.9% and the median is 2.5%. This is mainly due to men holding more operational roles with higher standby and overtime pay, men having longer tenure, as well as greater representation across the organisation particularly in higher-paying leadership positions.

Mean & median bonus gap

The mean bonus gap is 11.3% and the median is 3.7%, which is slightly down from 2024. While bonus eligibility is similar for men and women, higher-value bonuses go to senior roles, where male representation remains higher.

Quartiles

Women make up 27% of the upper pay quartile, compared to 34% in the lower quartile, showing greater underrepresentation in higher-paid

roles. This contributes to the overall pay gap, though there is slight improvement on last year.

Proportion of women/men receiving bonus and BIK

90% of women and 86% of men received bonuses, showing strong inclusion. However, 13% of men received Benefits in Kind (BIK) compared to 9% of women. BIK is typically a non-cash benefit such as company car, contribution to health insurance, or a professional subscription.

Mean & median pay gap of part-time employees

No data is available for 2025 as there are no part-time males to compare.

Mean & median pay gap of temporary contract employees

Women in temporary roles earned 5.5% more on average, with a median gap of -19%. This trend continues from 2024. The percentage gap for temporary staff will have larger fluctuations year on year as staff are on six-month to two-year contracts.

The gender pay gap

Gender pay gap (GPG) is defined as the % difference between the average or mean and median hourly remuneration and bonus remuneration of women and men, regardless of their seniority.

The mean pay gap

The mean gender pay gap measures the difference in average hourly earnings, including bonuses, between women and men.

The median pay gap

The median gender pay gap compares the median hourly pay (including bonus) of the middle-paid woman and the middle-paid man by ranking all employees from highest to lowest pay and taking the middle value.



Our progress

Gas Networks Ireland continues to take targeted action to reduce its gender pay gap. The following key initiatives contributed to the further reduction of our gender pay gap in 2025.

Female Development Programme

In 2025, 29 employees participated in our award-winning Female Development Programme. Since its launch in 2023, a total of 104 women have completed the programme, with 43% of participants having since progressed to new opportunities within the organisation.

Leadership representation

In 2025, female representation at Executive level stood at 25%, representation in the Senior Leadership Group increased by 3.5% to 34.5%, while all other grades collectively combined stand at 33.5%.

Internal mobility and supportive policies

Over a 12-month period, we saw a 3.5% increase in internal appointments filled by females, rising to 43.5%. This was helped by continuing supportive measures such as our Female Development Programme, hybrid and flexible working, carer's leave and menopause policies.

Inclusive leadership training

In 2025, 120 managers — representing 40% of our management team — completed Inclusive Leadership

Training to help embed inclusive behaviours and reduce unconscious bias and barriers to progression. The remainder will complete the training in 2026.

Equitable recruitment practices

In 2025, we implemented enhancements to our recruitment processes based on suggestions from our ibelong DEI council and employee resource groups (ERGs), aimed at fostering greater equity and inclusion. These changes included more inclusive language in job postings, diverse interview panels, and clearer guidance for hiring managers to mitigate bias.

Future talent in STEM

We continue to work through our social responsibility programmes to encourage more females to study STEM subjects, and to help support their career choices at primary, second, and third-level education nationally. We partner with Business in the Community and Junior Achievement to deliver initiatives in schools throughout Ireland. We are also involved with events such as Biodiversity Week, Science Week, STEPS Engineers Week, and BT Young Scientist.

Spotlighting progression

Participants of the Gas Networks Ireland Female Development Programme share how the experience has positively influenced their personal and professional growth.



Emma McGuigan *Emma McGuigan*

Starting role: Design Engineer, 2022

Current role: Engineering Manager, 2025

"The Female Development Programme has enabled me to gain confidence and self-belief, and has given me a greater depth of understanding of myself. It exceeded any expectations that I had and has underpinned my career development to date.

"Initially I signed up to the programme as I wanted the chance to meet more females within the business, as this can be difficult as an engineer. Not only did I get to meet lots of encouraging and supportive women, but I was also able to prioritise my own professional development, navigate behavioural styles and communication."



Sonya Keogh *Sonya Keogh*

Starting role: Dx Portfolio Coordinator, 2022

Current role: Senior Governance and Capital Portfolio Reporting Analyst, 2025

"I was keen to participate in the Female Development Programme as it offered both personal and professional development. The programme afforded time with skilled guidance and peer support to ask myself not just what did I 'need', but what I might like or even want for my life going forward?

"A challenge, new experiences, fun, and growth all featured as positives and not fears. Being braver defined fresh goals and, here I am, post-graduation, leaning in more than limiting, growing more than guarding, and most of all saying 'yes!'"

Looking to 2026

Building on the progress we have made in recent years, Gas Networks Ireland will continue to advance gender equity through a series of focused actions aimed at supporting female talent, fostering inclusive leadership, and enhancing workplace supports.

These efforts reflect our ongoing commitment to creating a more equitable, inclusive, and empowering workplace for all.



Appendix:

2025 Gender pay gap information

The following data, based on a snapshot taken in June 2025, outlines the key gender pay gap metrics across Gas Networks Ireland.

	2025	2024
% difference of Mean for all staff, as % of men's salary - all staff	3.9%	4.5%
% difference of Mean for part-timers	n/a	n/a
% difference of Mean for temp contracts	-5.5%	-1.0%
% difference of Median for all staff, as % of men's salary - all staff	2.5%	4.3%
% difference of Median for part-timers*	n/a	n/a
% difference of Median for temp contracts	-19%	-10%
% diff of Mean Bonus	11.3%	11.4%
% diff of Median Bonus	3.7%	10.3%

	2024		2005	
	Male	Female	Male	Female
% of men who got a bonus, % of women who got a bonus	82%	87%	86%	90%
% of men getting a BIK, % of women getting a BIK	15%	10%	13%	9%
% split in lower quartile	67%	33%	66%	34%
% split in lower middle quartile	60%	40%	64%	36%
% split in upper middle quartile	70%	30%	64%	36%
% split in upper quartile	70%	30%	73%	27%
Staff Population	572	286	608	304
			67%	33%

*There are no part-time males to make a comparison



Gas
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Ireland

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