

# Detailed Results – Hourly & Bonus Remuneration: Dublin



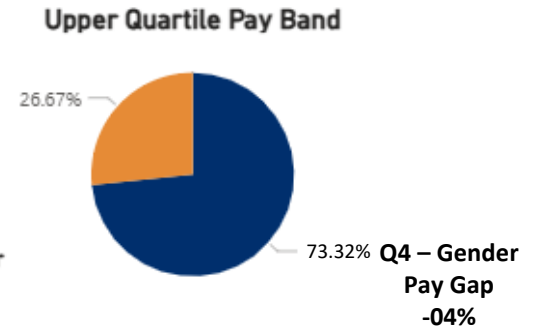
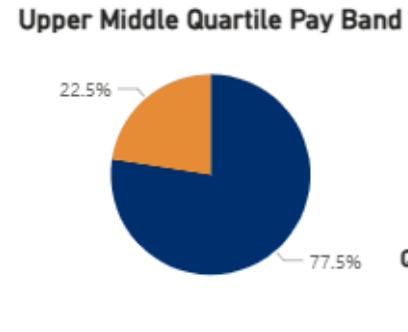
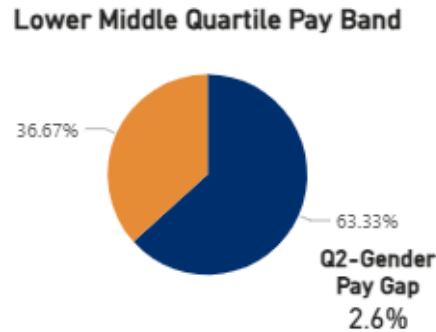
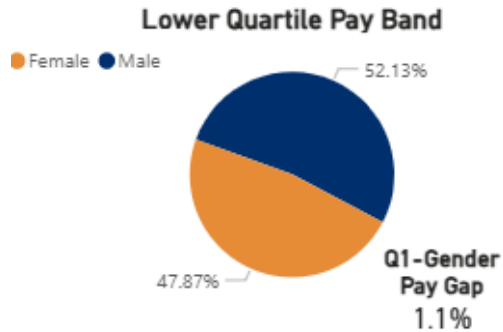
The below tables provide an overview of the hourly remuneration results for Dublin within the Gender Pay Gap analysis.

## Hourly Remuneration



Mean Gender Pay Gap  
10.2%

Median Gender Pay Gap  
12.91%



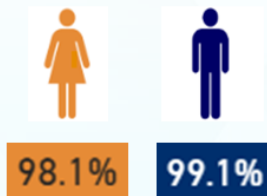
## Bonus Remuneration



Mean Bonus Gap  
20.1%

Median Bonus Gap  
13.9%

### Bonus Recipients



Reporting Period: June 24th, 2024 - June 23rd, 2025

NOTE: *Temporary and Part-time employees:* Dublin does not have enough temporary and part-time employees and therefore no analysis could be performed. In addition, Temporary employees are excluded from the bonus analysis as the differing bonus structure is not comparable for this short period of time.

# Detailed Results – Hourly & Bonus Remuneration: Waterford



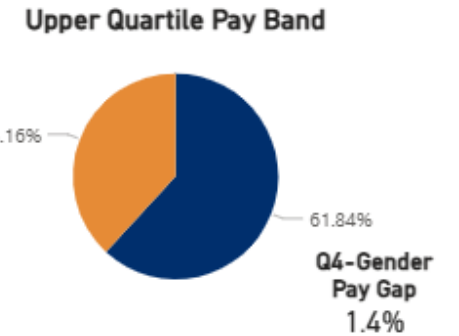
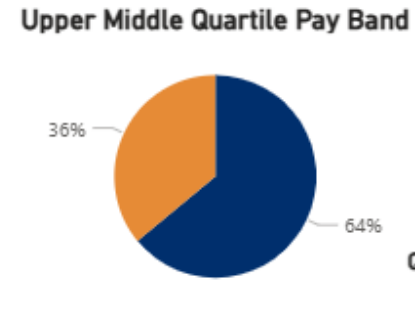
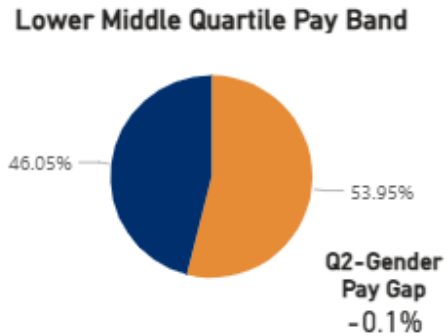
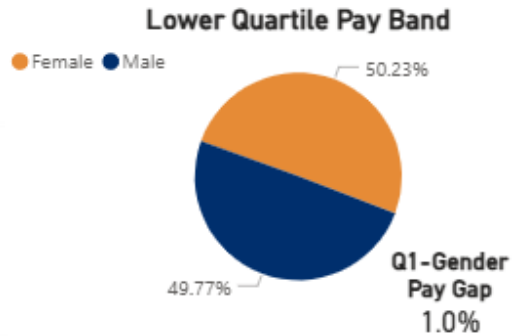
The below tables provide an overview of the hourly remuneration results for Waterford within the Gender Pay Gap analysis.

## Hourly Remuneration



**Mean Gender Pay Gap**  
7.3%

**Median Gender Pay Gap**  
15.51%



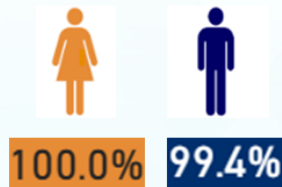
## Bonus Remuneration



**Mean Bonus Gap**  
15.5%

**Median Bonus Gap**  
15.7%

### Bonus Recipients



Reporting Period: June 24th, 2024 - June 23rd, 2025

NOTE: *Temporary and Part-time employees:* Waterford does not have enough temporary and part-time employees and therefore no analysis could be performed. In addition, Temporary employees are excluded from the bonus analysis as the differing bonus structure is not comparable for this short period of time.

# Detailed Results – Hourly & Bonus Remuneration: Dublin



The below tables provide an overview of the hourly remuneration results for Dublin within the Gender Pay Gap analysis.

Hourly Remuneration		
<i>Reporting Period: June 24th, 2023 - June 23rd, 2024</i>		Full-time permanent employees
<b>Median Hourly Remuneration</b>		11.6%
<b>Lower hourly remuneration quartile pay band (0%-25%)</b>	<b>Female</b>	96.4%
	<b>Male</b>	101.8%
<b>Lower Middle hourly remuneration quartile pay band (25%-50%)</b>	<b>Female</b>	92.1%
	<b>Male</b>	104.0%
<b>Upper Middle hourly remuneration quartile pay band (50%-75%)</b>	<b>Female</b>	90.9%
	<b>Male</b>	104.7%
<b>Upper hourly remuneration quartile pay band (75%-100%)</b>	<b>Female</b>	88.4%
	<b>Male</b>	105.9%
<b>Mean Hourly Remuneration</b>		13.3%

*For Period of June 24, 2023 – June 23, 2024*

Bonus Remuneration	
<i>Reporting Period: June 24th, 2023 - June 23rd, 2024</i>	Full-time permanent employees
<b>Median bonus remuneration</b>	0.4%
<b>Percentage of all female to male population that received a bonus: Female that received a bonus to all females in that time period</b>	82.5%
<b>Percentage of all male to female population that received a bonus: Male that received a bonus to all males in that time period</b>	87.9%
<b>Benefits in kind</b>	100.0%
<b>Mean bonus remuneration</b>	23.0%

NOTE: *Temporary and Part-time employees:* Dublin does not have enough temporary and part-time employees and therefore no analysis could be performed. In addition, Temporary employees are excluded from the bonus analysis as the differing bonus structure is not comparable for this short period of time.

# Detailed Results – Hourly & Bonus Remuneration: Waterford



The below tables provide an overview of the hourly remuneration results for Waterford within the Gender Pay Gap analysis.

Hourly Remuneration			
Reporting Period: June 24th, 2023 - June 23rd, 2024		Full-time permanent employees	Temporary employees
<b>Median Hourly Remuneration</b>		6.1%	0.0%
<b>Lower hourly remuneration quartile pay band (0%-25%)</b>	<b>Female</b>	97.1%	100.0%
	<b>Male</b>	102.1%	100.0%
<b>Lower Middle hourly remuneration quartile pay band (25%-50%)</b>	<b>Female</b>	94.6%	104.6%
	<b>Male</b>	103.7%	98.5%
<b>Upper Middle hourly remuneration quartile pay band (50%-75%)</b>	<b>Female</b>	94.9%	97.3%
	<b>Male</b>	103.4%	100.9%
<b>Upper hourly remuneration quartile pay band (75%-100%)</b>	<b>Female</b>	92.4%	71.0%
	<b>Male</b>	105.3%	129.0%
<b>Mean Hourly Remuneration</b>		9.8%	9.0%

*For Period of June 24, 2023 – June 23, 2024*

Bonus Remuneration	
Reporting Period: June 24th, 2023 - June 23rd, 2024	Full-time permanent employees
<b>Median bonus remuneration</b>	-4.8%
<b>Percentage of all female to male population that received a bonus: Female that received a bonus to all females in that time period</b>	92.9%
<b>Percentage of all male to female population that received a bonus: Male that received a bonus to all males in that time period</b>	96.5%
<b>Benefits in kind</b>	100.0%
<b>Mean bonus remuneration</b>	6.3%

NOTE: For Hourly Remuneration, Waterford does not have enough Part-time employees and therefore no analysis could be performed. In addition, for Bonus Remuneration, Temporary employees are excluded from the bonus analysis as the differing bonus structure is not comparable for this short period of time. Waterford has only one Part-time employee and therefore no analysis could be performed.

# Detailed Results – Hourly & Bonus Remuneration: Dublin



The below tables provide an overview of the hourly remuneration results for Dublin within the Gender Pay Gap analysis.

Hourly Remuneration			
Reporting Period: June 24th, 2022 - June 23rd, 2023		Full-time permanent employees	Temporary employees
<b>Median Hourly Remuneration</b>		8.4%	6.1%
<b>Lower hourly remuneration quartile pay band (0%-25%)</b>	<b>Female</b>	98.2%	97.5%
	<b>Male</b>	101.0%	107.5%
<b>Lower Middle hourly remuneration quartile pay band (25%-50%)</b>	<b>Female</b>	97.0%	98.3%
	<b>Male</b>	101.7%	105.2%
<b>Upper Middle hourly remuneration quartile pay band (50%-75%)</b>	<b>Female</b>	94.2%	98.3%
	<b>Male</b>	103.3%	105.1%
<b>Upper hourly remuneration quartile pay band (75%-100%)</b>	<b>Female</b>	104.9%	81.2%
	<b>Male</b>	97.3%	156.5%
<b>Mean Hourly Remuneration</b>		0.1%	25.8%

*For Period of June 24, 2022 – June 23, 2023*

Bonus Remuneration	
Reporting Period: June 24th, 2022 - June 23rd, 2023	Full-time permanent employees
<b>Median bonus remuneration</b>	17.4%
<b>Percentage of all female to male population that received a bonus: Female that received a bonus to all females in that time period</b>	96.8%
<b>Percentage of all male to female population that received a bonus: Male that received a bonus to all males in that time period</b>	95.6%
<b>Benefits in kind</b>	100.0%
<b>Mean bonus remuneration</b>	25.2%

*NOTE: Temporary employees are excluded from the Dublin Bonus Remuneration as the differing bonus structure is not comparable for this short period of time. In addition, part-time employees were also excluded from the Hourly and Bonus Remuneration as there was not a sufficient number of part-time employees to perform this analysis.*

# Detailed Results – Hourly & Bonus Remuneration: Waterford



The below tables provide an overview of the hourly remuneration results for Waterford within the Gender Pay Gap analysis.

Hourly Remuneration			
Reporting Period: June 24th, 2022 - June 23rd, 2023		Full-time permanent employees	Temporary employees
<b>Median Hourly Remuneration</b>		6.6%	21.0%
<b>Lower hourly remuneration quartile pay band (0%-25%)</b>	<b>Female</b>	95.7%	94.0%
	<b>Male</b>	102.6%	106.0%
<b>Lower Middle hourly remuneration quartile pay band (25%-50%)</b>	<b>Female</b>	99.1%	80.0%
	<b>Male</b>	100.6%	120.0%
<b>Upper Middle hourly remuneration quartile pay band (50%-75%)</b>	<b>Female</b>	90.6%	100.0%
	<b>Male</b>	105.7%	n/a
<b>Upper hourly remuneration quartile pay band (75%-100%)</b>	<b>Female</b>	88.3%	n/a
	<b>Male</b>	107.1%	n/a
<b>Mean Hourly Remuneration</b>		11.9%	21.8%

*For Period of June 24, 2022 – June 23, 2023*

Bonus Remuneration	
Reporting Period: June 24th, 2022 - June 23rd, 2023	Full-time permanent employees
<b>Median bonus remuneration</b>	14.7%
<b>Percentage of all female to male population that received a bonus: Female that received a bonus to all females in that time period</b>	98.9%
<b>Percentage of all male to female population that received a bonus: Male that received a bonus to all males in that time period</b>	98.7%
<b>Benefits in kind</b>	100.0%
<b>Mean bonus remuneration</b>	24.8%

NOTE: Part-time employees were excluded from the Waterford Hourly and Bonus Remunerations as there was not a sufficient number of part-time employees to perform this analysis.

# Detailed Results – Hourly & Bonus Remuneration: Dublin



The below tables provide an overview of the hourly remuneration results for Dublin within the Gender Pay Gap analysis.

Hourly Remuneration			
Reporting Period: June 24th, 2021 - June 23rd, 2022		Full-time permanent employees	Temporary employees
<b>Median Hourly Remuneration</b>		1.8%	14.0%
<b>Lower hourly remuneration quartile pay band (0%-25%)</b>	<b>Female</b>	99.0%	103.1%
	<b>Male</b>	100.5%	93.7%
<b>Lower Middle hourly remuneration quartile pay band (25%-50%)</b>	<b>Female</b>	98.0%	96.9%
	<b>Male</b>	101.2%	103.1%
<b>Upper Middle hourly remuneration quartile pay band (50%-75%)</b>	<b>Female</b>	99.3%	87.5%
	<b>Male</b>	100.4%	118.7%
<b>Upper hourly remuneration quartile pay band (75%-100%)</b>	<b>Female</b>	91.5%	84.8%
	<b>Male</b>	104.9%	122.8%
<b>Mean Hourly Remuneration</b>		7.0%	16.7%

*For Period of June 24, 2021 – June 23, 2022*

Bonus Remuneration	
Reporting Period: June 24th, 2021 - June 23rd, 2022	Full-time permanent employees
<b>Median bonus remuneration</b>	7.0%
<b>Percentage of all female to male population that received a bonus: Female that received a bonus to all females in that time period</b>	94.3%
<b>Percentage of all male to female population that received a bonus: Male that received a bonus to all males in that time period</b>	96.2%
<b>Benefits in kind</b>	100.0%
<b>Mean bonus remuneration</b>	33.8%

*NOTE: Temporary employees are excluded from the Dublin Bonus Remuneration as the differing bonus structure is not comparable for this short period of time. In addition, part-time employees were also excluded from the Hourly and Bonus Remuneration as there was not a sufficient number of part-time employees to perform this analysis.*

# Detailed Results – Hourly & Bonus Remuneration: Waterford



The below tables provide an overview of the hourly remuneration results for Waterford within the Gender Pay Gap analysis.

Hourly Remuneration			
Reporting Period: June 24th, 2021 - June 23rd, 2022		Full-time permanent employees	Temporary employees
<b>Median Hourly Remuneration</b>		-1.8%	1.0%
<b>Lower hourly remuneration quartile pay band (0%-25%)</b>	<b>Female</b>	102.3%	99.1%
	<b>Male</b>	98.7%	100.8%
<b>Lower Middle hourly remuneration quartile pay band (25%-50%)</b>	<b>Female</b>	102.4%	99.5%
	<b>Male</b>	98.7%	100.4%
<b>Upper Middle hourly remuneration quartile pay band (50%-75%)</b>	<b>Female</b>	94.6%	99.6%
	<b>Male</b>	103.0%	100.4%
<b>Upper hourly remuneration quartile pay band (75%-100%)</b>	<b>Female</b>	89.8%	102.8%
	<b>Male</b>	105.6%	97.6%
<b>Mean Hourly Remuneration</b>		7.8%	-0.4%

*For Period of June 24, 2021 – June 23, 2022*

Bonus Remuneration		
Reporting Period: June 24th, 2021 - June 23rd, 2022	Full-time permanent employees	Temporary employees
<b>Median bonus remuneration</b>	1.3%	17.7%
<b>Percentage of all female to male population that received a bonus: Female that received a bonus to all females in that time period</b>	98.0%	100.0%
<b>Percentage of all male to female population that received a bonus: Male that received a bonus to all males in that time period</b>	98.3%	85.2%
<b>Benefits in kind</b>	100.0%	100.0%
<b>Mean bonus remuneration</b>	24.6%	-1.7%

*NOTE: Part-time employees were excluded from the Waterford Hourly and Bonus Remunerations as there was not a sufficient number of part-time employees to perform this analysis.*