

JRIA Tralee Gender Pay Equity Analysis



December 30, 2025

JRIA Tralee Gender Pay Gap Figures

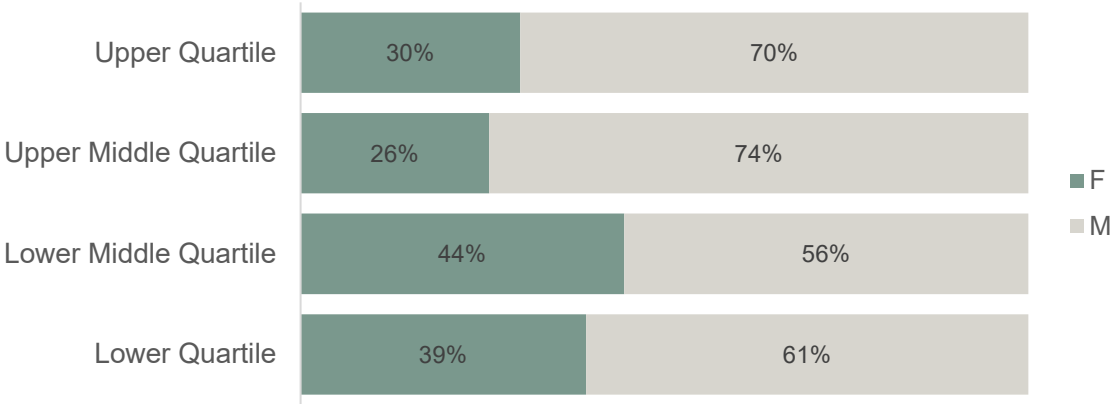
This is our second time publishing the Gender Pay Gap Figures as required by The Gender Pay Gap Information Act 2021 (the “Act”).

	Average	Median
Hourly Wage	8.0%	9.6%
Bonus	-0.8%	-1.3%

This table calculates percentage difference of male vs female by average and median hourly wage and bonus.

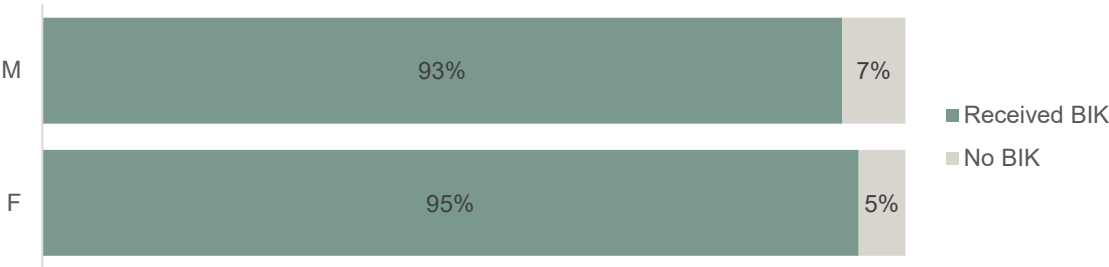
- Hourly wage is calculated using annual salary divided by total hours worked between June 2024 to June 2025.
- Only Steady State employees (employed full year) with FY24 bonus are included in the bonus figures.

Female vs Male Proportion in Each Pay Quartile



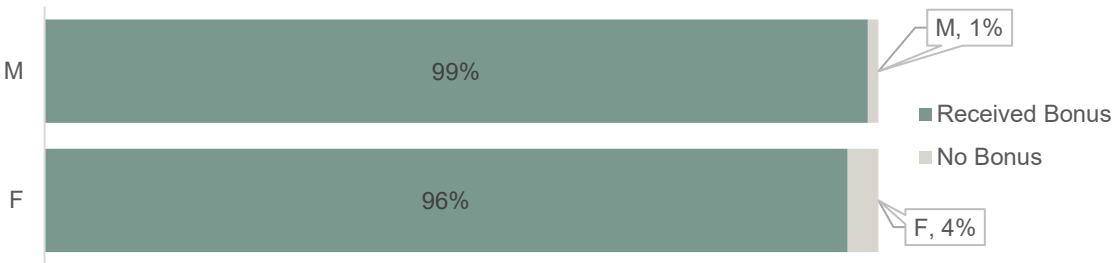
Employees are divided by quartiles based on their hourly wages from smallest to largest. Proportion of females and males are calculated in each quartile.

Female vs Male Proportion Received "Benefits in Kind" (BIK)



“Benefits in Kind” can be Healthcare and/or Pensions. All employees are eligible for BIK therefore those who received no BIK elected not to receive BIK.

Female vs Male Proportion Received Bonus



Employees who did not receive bonuses were those hired after the cutoff date for bonus eligibility.

Observations

The gender pay gap has significantly improved from 2024 to 2025.

- Hourly wage gap improved significantly.
 - 2024 average gap was 10.2% while 2025's is 8%. **Therefore, average gap was reduced by -2.2% YoY.**
 - 2024 median gap was 11.4% while 2025's is 9.6%. **Median gap was reduced by -1.8% YoY.**
- There is increase of females in "Upper Quartile of Pay."
 - In 2024, 27% of females are in the "Upper Quartile of Pay" while 2025 there are 30%, **this is +3% increase of females.**
- There is decrease of females in "Lower Quartile of Pay" but increase in females in "Lower Middle Quartile of Pay", therefore this indicates more females are moving to higher quartiles from the bottom.
 - In 2024, 43% of females are in "Lower Quartile of Pay" while 2025 there are 39%, this is -4% decrease of females however...
 - In 2024, 38% of females are in "Lower Middle Quartile of Pay" while 2025 there are 44%, this is **+6% of females.**
- Bonus gap improved significantly as well. In fact, the gap is closed!
 - 2024 average gap was 6.2% while 2025 is -0.8%.
 - 2024 median gap was 0% while 2025 is -1.3%.