

# CAI Ireland Gender Pay Gap Reporting 2025



We are pleased to share our Gender Pay Gap report for 2025. This report includes the results of our gender pay gap calculations based on ROI headcount and at a snapshot date of 30 June 2025. It is important to note that the gender pay gap and equal pay are two separate measures. The gender pay gap is the difference in the average hourly pay of women compared to men, such that it captures whether women are represented evenly across an organisation. For example, if there is a greater proportion of males than females in senior level positions, the gender pay gap is typically greater. Where a percentage difference is shown, a positive value means a percentage difference in favour of males and a negative value means a percentage difference in favour of females. Equal pay refers to the pay difference between men and women who carry out the same job or perform work of equal value. We have chosen a snapshot date of 30th June 2025.

SNAPSHOT DATE  
**JUNE 30**

PERIOD  
**2025**

**-1.91%**

**The Mean:** The difference between women's mean hourly wage and men's mean hourly wage. It is the average hourly wage across the entire firm.

**15%**

**The Median:** The difference between women's median hourly wage and men's median hourly wage. It is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

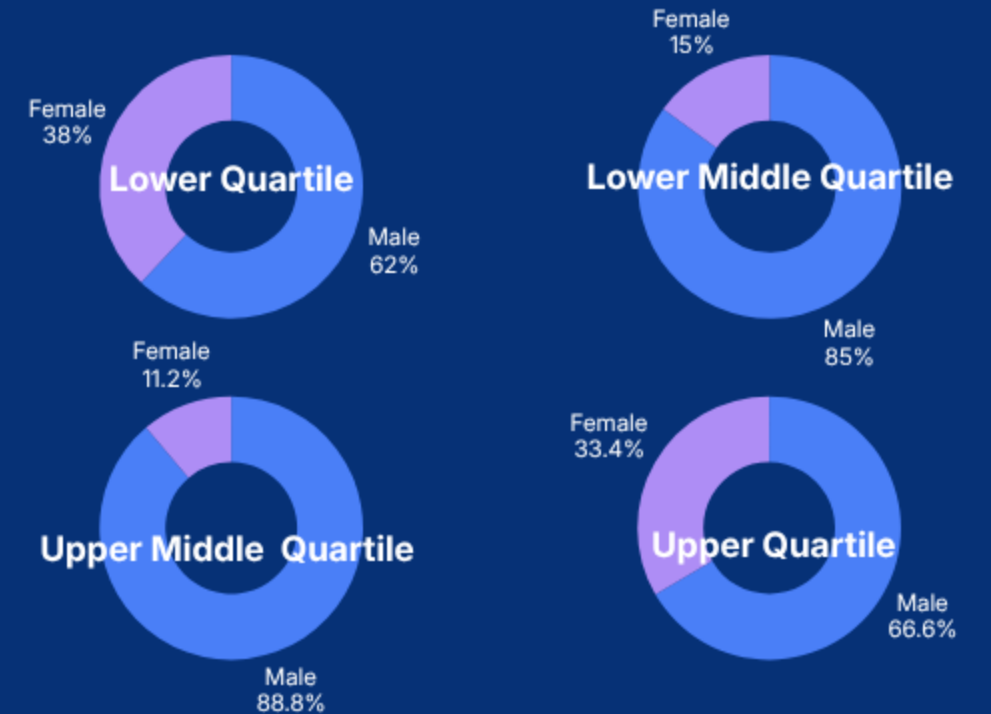
**25.65%**

**Mean Bonus Gap:** The difference in mean bonus of all employees

## Quartiles

"Quartiles" in this section refer to the following:

- (a) the lower remuneration quartile pay band,
- (b) the lower middle remuneration quartile pay band,
- (c) the upper middle remuneration quartile pay band, and
- (d) the upper remuneration quartile pay band.



**The percentage of employees who were paid a bonus**

**Male: 97.5%**

**Female: 81.4%**

**The percentage of employees who received a BIK**

**Male: 85.1%**

**Female: 81.4%**