

IRELAND GENDER PAY GAP REPORT 2026

Executive Summary

This is Fragomen Ireland's second year reporting on the Gender Pay Gap (GPG).

At Fragomen, our commitment to gender equality remains unwavering. We are proud to foster an environment where employees can bring their diverse backgrounds and perspectives to the workplace, helping to deepen our understanding of our clients' needs while ensuring that everyone has equal opportunities to succeed and grow.

This report has been prepared under the Gender Pay Gap Information Act 2021. Our 2026 data reflects strong female representation throughout our Ireland practice. Women comprise 75% of our workforce and remain the majority in every pay quartile, including 89% of employees in the upper quartile. Our data continues to show a reverse mean hourly pay gap in favour of women, while the median hourly pay gap is now zero. The mean bonus gap also favours women, while the median bonus gap favours men. These results reflect the distribution of women and men across our workforce and the impact that individual outcomes can have within a relatively small employee population.

While the results compare favourably with the typical national position, we recognise that gender pay gap figures can change from year to year as workforce composition changes. We remain committed to fairness, transparency and ongoing monitoring to ensure equitable pay and opportunities for all employees.

We acknowledge that current legislation requires employers to report gender pay gap data within a binary framework. At Fragomen, we are committed to fostering an inclusive environment that respects and welcomes all gender identities. Where employees have self-identified as non-binary or chosen not to disclose their gender, their pay data, if applicable, has not been included in this report.

Ángel Bello Cortés

Partner

GENDER PAY GAP – DEFINITIONS

What is the Gender Pay Gap?

The GPG is not the same as unequal pay.

The gender pay gap (GPG) shows the difference in the average hourly earnings between men and women. It is measured by the mean (the average) and the median (the middle value in the range of hourly earnings) differences between salary and bonuses for men and women.

The GPG is not the same as unequal pay. The Equality Act 2010 gives both women and men the right to equal pay for equal work, or work of equal value. Fragomen is compliant with this Act.

Mean Pay Gap

The mean gender pay gap is the difference between the average hourly earnings of men and the average hourly earnings of women.

Median Pay Gap

The median gender pay gap is based on arranging all the pay amounts in numerical order and selecting the middle amounts.

Quartile Bands

Quartile bands refer to the division of employees into four even segments based on the value of their hourly earnings, and looking at the representation of male and female employees in each segment. This provides insight into gender representation at different levels of the organisation.

Benefit in Kind

Benefit in Kind (BIK) represents benefits that cannot be converted into cash but have a cash value.

GENDER PAY GAP – OUR DATA

Salary, Bonus, BIK and Pay Quartiles

Salary Data:

Pay Gap	All Employees	Temporary Contracts	Part-Time Employees
Mean	-11.92%	0%	N/A
Median	0%	0%	N/A

Bonus Data:

Pay Gap	All Employees	Temporary Contracts	Part-Time Employees
Mean	-20.14%	N/A	N/A
Median	15.07%	N/A	N/A

Benefit in Kind (BIK):

100% of employees, male and female, are receiving benefits in kind.

Pay Quartiles:

The chart below shows the gender representation in each of our pay quartiles:

Quartile	Male	Female
Q1	17%	83%
Q2	33%	67%
Q3	37%	63%
Q4	11%	89%

Understanding the Data:

Our total workforce in Ireland on 30 June 2026 comprised of 76 people, of whom 75% were female. One Partner, as an owner of the business, is excluded from the statutory calculations, meaning that 75 employees are within the scope of the analysis.

The reverse mean hourly pay gap is consistent with the strong representation of women across the workforce. The median hourly pay gap of 0% shows that the midpoint hourly earnings for women and men were equal on the snapshot date.

Bonus eligibility at Fragomen is defined by start date and performance. 93% of female employees, and 89% of male employees, received a bonus in the 12-month period ending 30 June 2026. The

mean bonus gap favours women, while the median bonus gap favours men. This means that women received the higher average bonus overall, but the middle bonus value was higher for men. The sample size for part-time contracts during the reporting period is insufficient, making the result inconclusive.

ADDRESSING THE GENDER PAY GAP

Initiatives to Address the Gender Pay Gap

Pursuing an inclusive culture goes beyond a policy. It's part of our DNA.

We are committed to creating an environment where all employees have equal opportunities to succeed and grow.

Recruitment Practices

We continue to review recruitment practices to support fair and inclusive hiring. Job adverts are reviewed for gender bias, and hiring managers receive training designed to promote objective, consistent and bias-aware decision-making. We also remain committed to supporting internal career progression and ensuring that employees have access to opportunities at every level.

Compensation and Performance Reviews

We remain committed to rewarding performance through salary increases, bonuses and promotion opportunities, while maintaining fair and competitive compensation practices. Our performance and compensation processes are supported by structured criteria, guidance and review mechanisms to promote consistency and objective decision-making.

4.5% of our people were promoted in the 2025/2026 annual review process, and of this group, 100% were female.

Encouraging Flexibility

We support our employees in balancing their work patterns between home and the office, with the option to work remotely up to three days per week where appropriate. This flexibility helps accommodate individual needs and supports a healthy work-life balance.

Support for Working Parents and Family-Focused Initiatives

We offer enhanced maternity and paternity leave, and best in class benefits in this area – including return to work support and mentor programme, comprehensive coaching, personal leave days and a subsidised back-up child and adult care benefit.

Responsible Business Practices (RBP)

Our RBP framework focuses on inclusivity, pro bono work, corporate social responsibility, sustainability, wellbeing and more. Our continued efforts and investment in these spaces enable

employees at all levels to shape programmes of activity that engage, educate and elevate our commitment across these areas. On a local level, the Ireland practice has achieved Ibec's KeepWell Mark™, recognising its commitment to employee wellbeing, inclusion and responsible business, and reinforcing the values that guide how we support and empower our people.

COMMITMENTS AND CONCLUSION

Future Commitments to Closing the Gender Pay Gap

Pay Transparency:

We continue to strengthen our approach to pay transparency in line with the EU Pay Transparency Directive and its implementation in Ireland. This includes reviewing our pay structures, processes, systems and reporting practices to further embed objective, gender-neutral criteria, transparency and accountability across all aspects of remuneration.

We view these developments not simply as a compliance exercise, but as an opportunity to deepen our commitment to pay equity. We will continue to monitor our gender pay gap data, review the factors influencing the results and take appropriate action to support fair pay and progression.

Conclusion

We are proud of the strong representation of women throughout our Ireland practice, including at the highest pay levels. We are also proud that our 2026 results show a 0% median gender pay gap in hourly pay.

At the same time, we recognise that true equality requires ongoing attention and that individual gender pay gap measures may move in different directions from year to year.

Our focus remains clear: to build an inclusive workplace where all employees, regardless of gender, have equal opportunities to thrive, progress and succeed.