

AN ACORN COMPANY

Gender Pay Gap Report

2026

FOREWORD

Aviation has historically been a male-dominated industry. Hence, it is essential to recognise the gender pay gap in the sector and EirTrade Aviation welcomes reporting on the subject.

However, it is important to differentiate between pay equity (where EirTrade is 100% equitable) and gender pay gap. In this report, we clarify our position as a Company.

We are proud to note that our workforce has seen increased female representation in recent years. We are committed and dedicated to creating a diverse workplace environment and supporting all employees in progressing their careers.

Everything we do is underpinned by our core values of **excellence**, **integrity** and **respect**. Not only does this foster growth of the Company as a whole but encourages all staff to reach their full potential.



Natasha Whitney
Vice President of Human Resources

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What is gender pay gap versus pay equity?

Gender Pay Gap

The overall difference in average earnings between men and women across an organisation, regardless of level.

Pay Equity

Where employees performing similar work receive fair and comparable compensation, regardless of protected characteristics which include gender, race, or ethnicity. EirTrade has 100% pay equity across all departments.









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EirTrade Aviation. Our workforce.

AS AT 26TH JUNE 2026:

- The Company has **101 employees** in Ireland. Of this there are 7 part time, and 1 fixed-term; the remainder are full time employees.
- No employees are on extended leave.
- 20% of employees are female and **80% male**.
- The number of female employees has grown over the years, but proportionally the sector remains male-dominated. A more even split can only be achieved in the long term, underpinned by efforts from the industry as a whole.









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Hourly Pay

Mean and Median Hourly Gender Pay Gap %=

	Female	Male
Mean Hourly Pay	-19%	5%

	Female	Male
Median Hourly Pay	-3%	+15%

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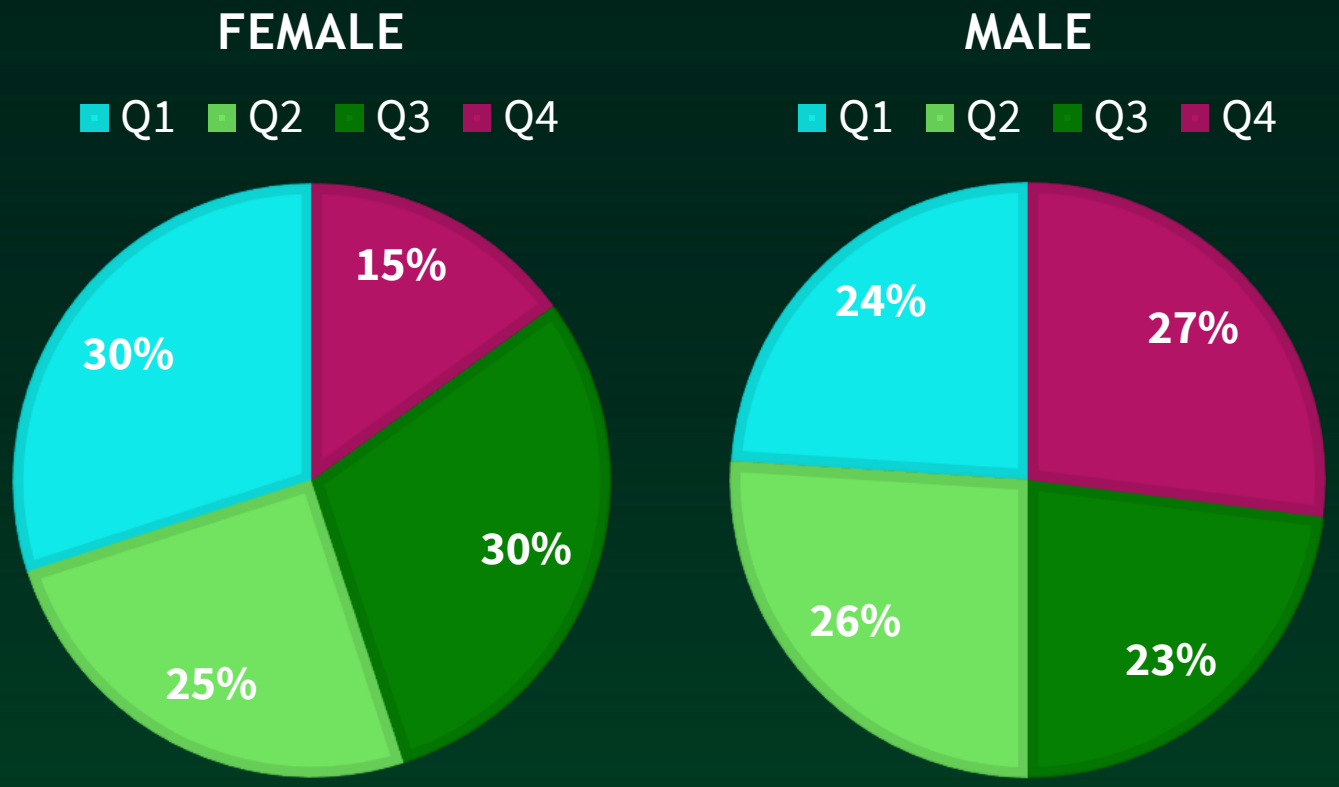
Employee Pay Quartiles

- Aviation as an industry has historically been male-dominated; as such, many female employees are in the early stages of their careers. Female representation is steadily progressing, but is still in the minority.

- Female employees in more senior roles tend to have previous experience in disciplines that are not sector specific. This brings varied pre-existing business experience to the company and further highlights the growth of new female entrants into the sector.



Q1: Lower hourly pay
Q2: Middle-to-lower hourly pay
Q3: Middle-to-upper hourly pay
Q4: Upper hourly pay

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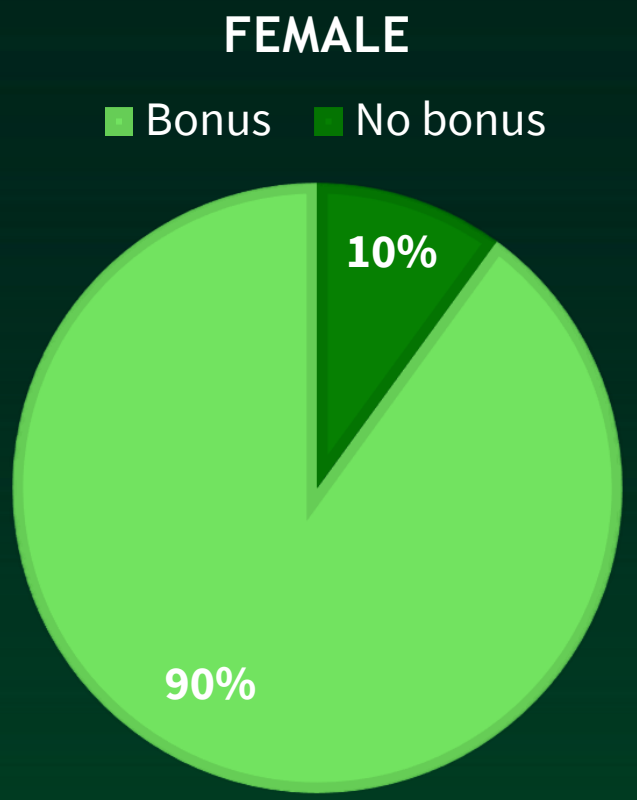
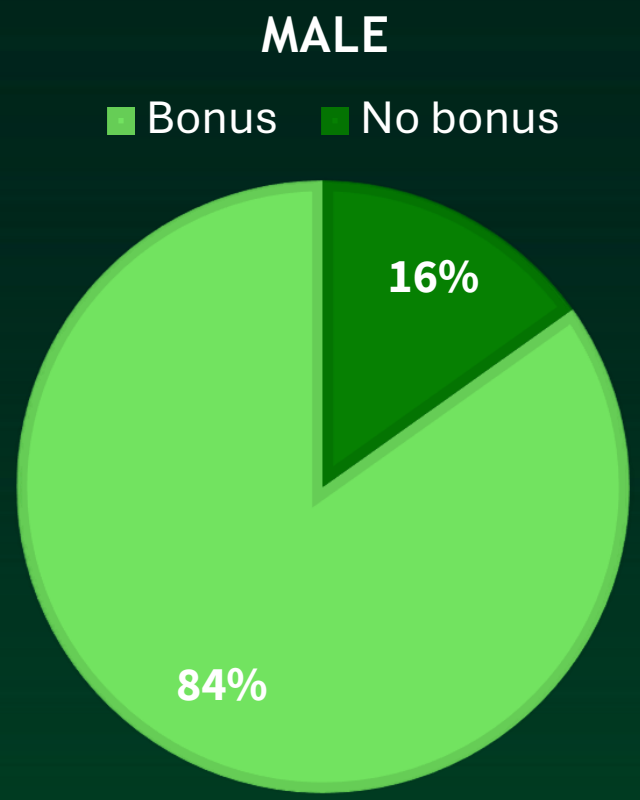
Performance-Related Bonus

- Bonuses are paid one a year.
- All staff are eligible for a bonus.
- Staff who did not receive one have either joined since the year end or did not meet the required performance rating.





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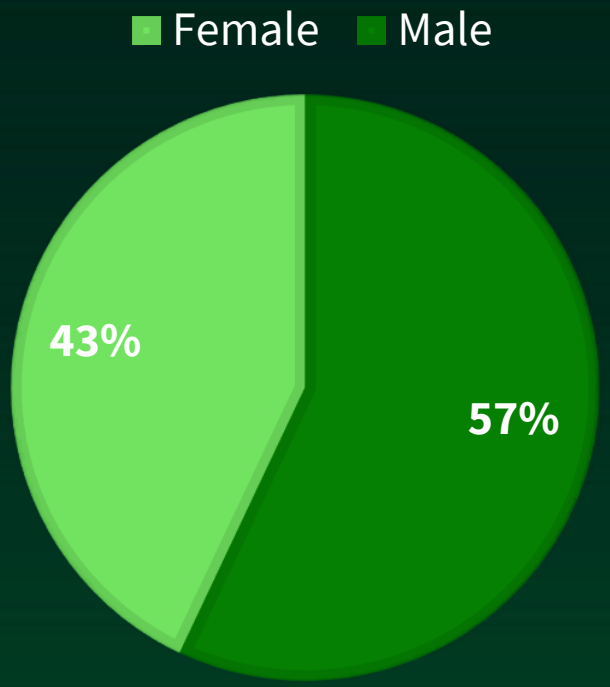
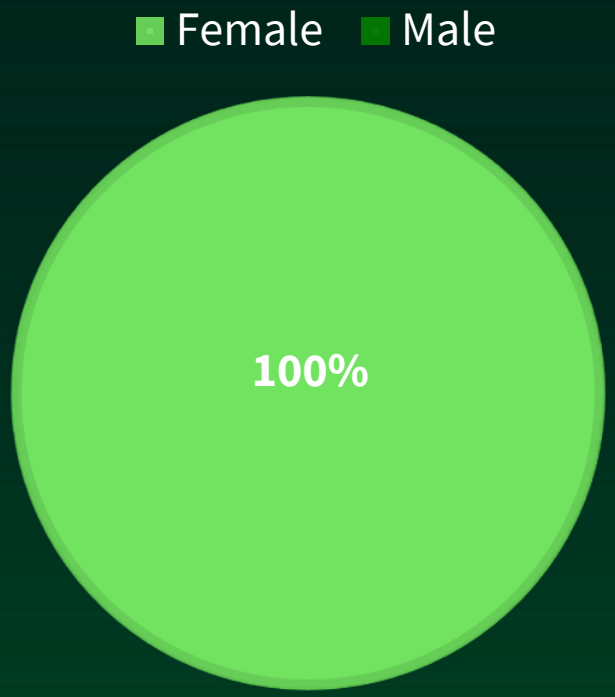
Part-Time & Fixed-Term Contract Employees

PART-TIME



There are **7 part-time employees** in total; therefore, we have no noteworthy data to include regarding pay.

FIXED TERM CONTRACT



There is only **1 employee on a fixed-term contract**; therefore, we can make no noteworthy comment.

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Employee Benefits

- All employees are entitled to receive the same benefit entitlements.
- We offer a variety of family friendly policies such as enhanced maternity, paternity and adoptive leave.
- We also support employees with contributions towards health care and sports clubs amongst other lifestyle benefits. Employees also receive matched pension contributions, access to an EAP, enhanced annual leave and are eligible for death in service benefits.

EMPLOYEE BENEFITS

100%





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How to address the gender pay gap in 2027 and beyond

Recruitment remains male dominated but diversity has increased significantly across all teams with members coming from diverse backgrounds.

How will this change long term?

The industry needs to help more women learn about aviation from an earlier age. EirTrade supports this through dedicated recruitment aimed at early career starters across all departments. We have launched specific Graduate roles this year across relevant teams. The Graduate roles have been filled with 50% male and 50% female in 2026. Said roles are commenced in the days after the reporting date. This enables our employees to upskill and advance in their careers.

The Company has a long history of supporting individuals and helping them achieve their career goals over the long term, with a significant number of staff having joined in very junior roles and advanced to senior positions over the years.







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