

# Gender Pay Gap Report

Virgin Media 2024

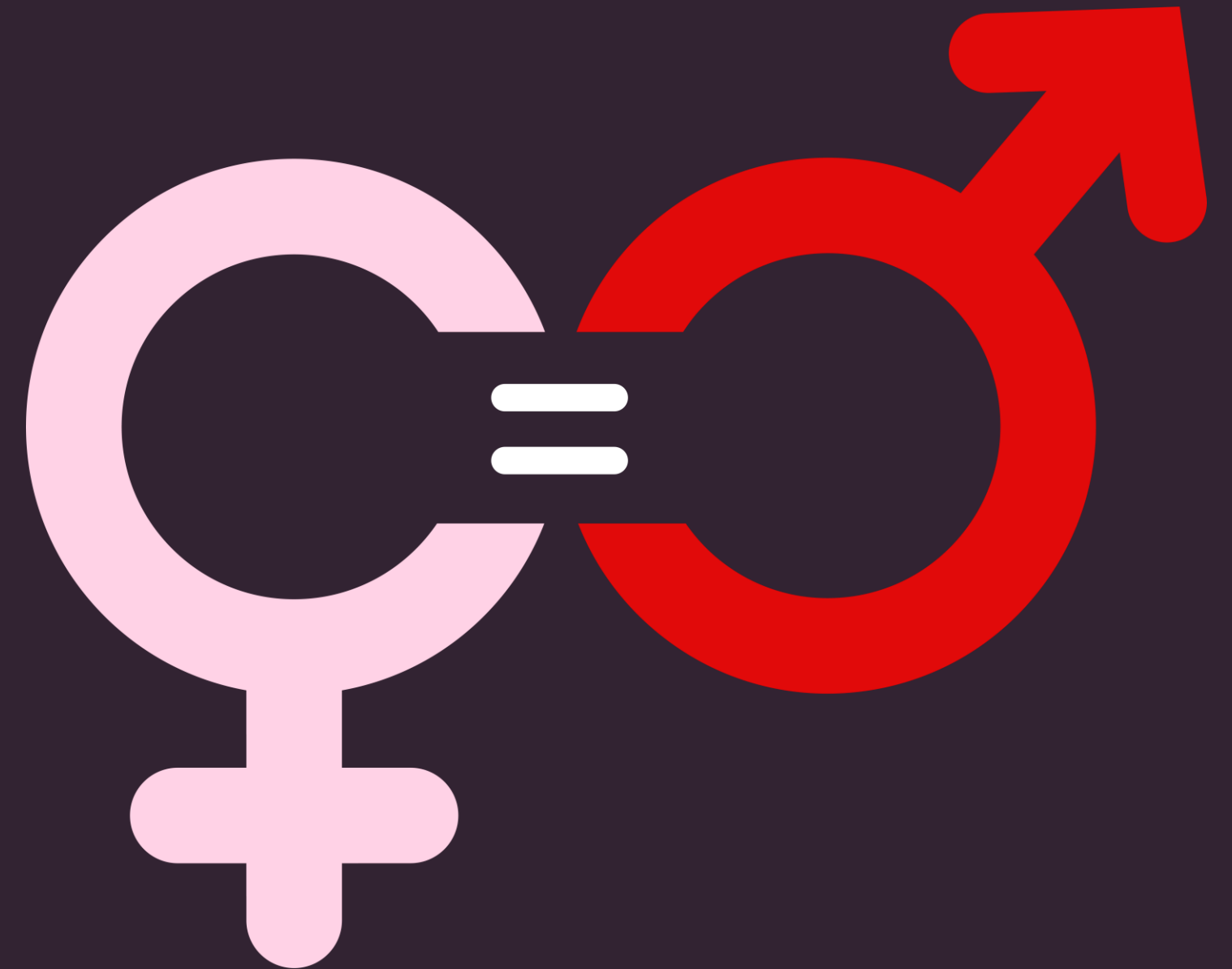
# Introduction

Recent Irish legislation requires a company with more than 250 employees to publish its gender pay gap data.

Calculating the Gender Pay Gap means we are legally required to follow a set of specific government guidelines and definitions outlined on page 3.

It's important to highlight that Gender Pay is **different to equal pay**, because equal pay means comparing the pay between a man and a woman doing the same role, but the gender pay gap looks at the average pay of all men and all women within the company, regardless of their role.

At Virgin Media Ireland, we remain committed to a culture of inclusivity, internally through a variety of initiatives and ways of working and externally through our various platforms.



# The guidelines and definitions



### Snapshot date:

The selected date upon which to report on all employees within the organisation, in our case, June 30<sup>th</sup> 2024



### Ordinary Pay:

By law, we are required to include normal salary, allowances, overtime pay and pay for leave in this calculation



### Bonus Pay:

The legal requirement for calculating bonus pay includes bonus schemes, incentive plans, commission schemes and equity



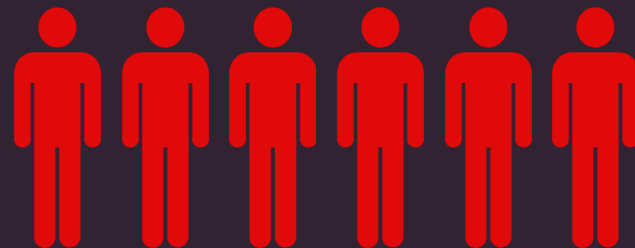
### Hourly Pay:

The government definition is such that this calculation is made up of ordinary pay + bonus pay

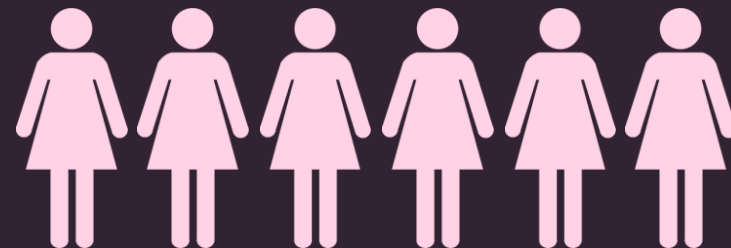
## Mean Gender Pay Gap

Average earnings of women compared to average earnings of men

Average



Average



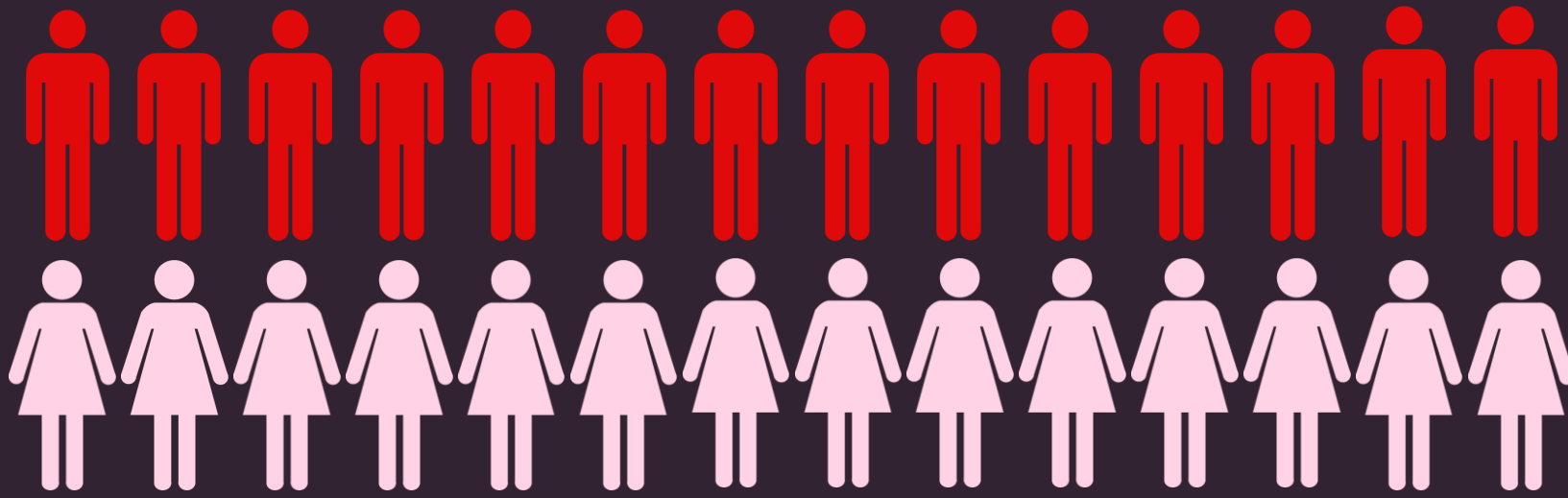
## Median Gender Pay Gap

If we lined up every man/woman in the company from the lowest to the highest paid, median is the man/woman standing in the middle of the line

Lowest Paid

Median

Highest Paid



# Our gender pay gap data 2024

## Pay Quartiles

Pay Quartile	% of Men	% of Women
Upper	64.10%	35.90%
Upper Middle	70.94%	29.06%
Lower Middle	49.57%	50.43%
Lower	38.89%	61.11%
Overall	55.88%	44.12%

## Gender Pay Percentage Differential

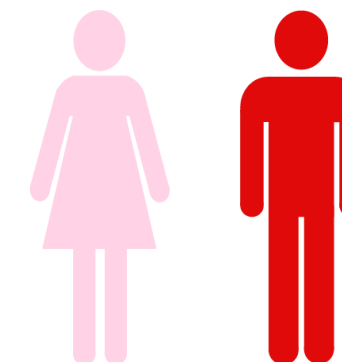
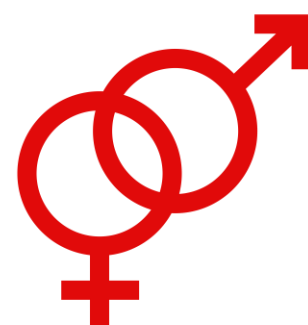
Mean Hourly Pay	22.55%
Median Hourly Pay	21.56%
Mean Bonus Pay	64.36%
Median Bonus Pay	23.42%
Part Time Mean Hourly Pay	-6.9%
Part Time Median Hourly Pay	9%

## Bonus Recipients

Men	Women
30%	42.4%

## Benefit in Kind Recipients

Men	Women
91%	90.1%



# Understanding our data

Our analysis tells us that our gender pay gap is influenced by a variety of factors.



**Gender representation** in the higher quartiles and senior roles has a bearing on our pay gap.



**External and societal factors** influence the gender representation in our Technical function where we have our largest population of people, an area traditionally over-represented by men.



**Higher than average tenure** of men in areas such as our large Technical Function, contributes to higher salaries and therefore the gender pay gap. Attrition in this area is significantly lower than average, which influences progress in this area.



**Different categories of bonus** such as earnings in commission schemes in the lower quartiles, versus bonus schemes in the upper quartiles are creating a differential.

# Understanding our actions

We know there is still work to be done to make changes over time.



**Our DEI Strategy** continues to focus on increasing women representation right across our business. We continue our sponsorship in the Irish branch of WICT Network to ensure women are well represented within our industry.



**Our Talent Strategy** we focus on a conscious inclusion approach to ensure everyone is given the same opportunities. With a long term view in mind, we have established a new partnership with iWish – encouraging young female students to pursue careers in STEM.



**Our Learning, Performance & Development Strategy** ensures the right opportunities and practices are available to support and develop everyone in our workplace. We have committed to ensuring Women are sponsored and represented in our Leadership Development and High Performer programs.



**Our Reward Strategy** ensures that our employee value proposition is reviewed regularly to ensure it is inclusive. All our reward offerings are assessed to ensure fairness, equity and inclusion.

# Virgin Media Ireland

December 2024

