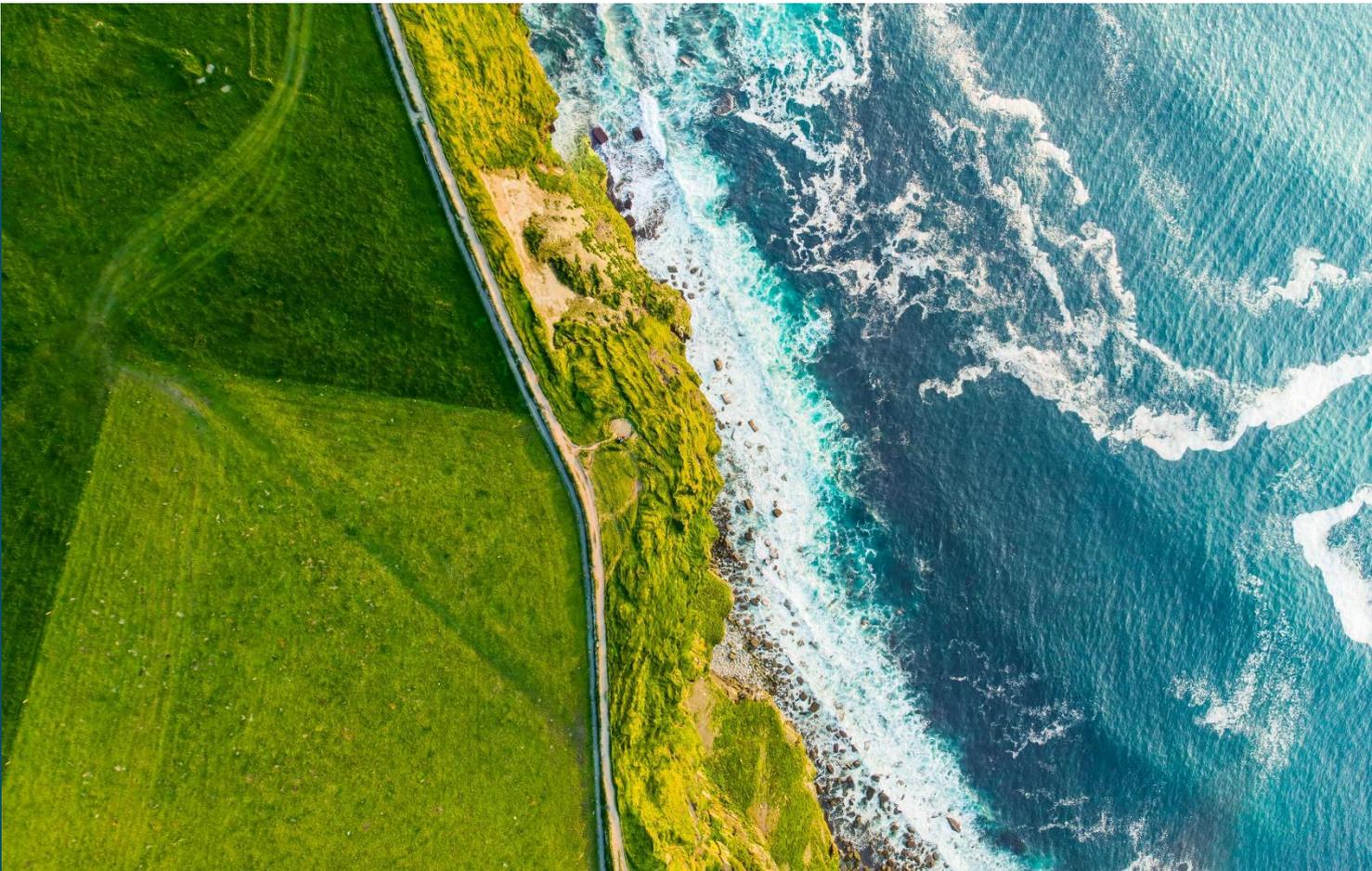


Ireland gender pay gap report 2025

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Designing the Future. Transforming the World

Wood is a global leader in consulting and engineering, providing critical solutions in the energy and materials markets. We deliver consulting, projects, and operations solutions in 60 countries, employing around 35,000 people.

Introduction

This report details the gender pay gap reporting requirements in Ireland as stipulated in the Gender Pay Gap Information Act 2021 and Employment Equality Act 1998 (Gender Pay Gap Information) Regulations. Effective from 2025, following an amendment to the regulations, companies with 50 or more employees are required to publish information on their gender pay gap.

The global markets in which Wood operates attract a significantly higher percentage of males due to the predominantly technical focus of the roles in office, site and offshore locations. We remain committed to fostering an inclusive and diverse workforce by advancing global gender balance. Our goal is to increase female representation in senior leadership roles to 40% by 2030 through targeted leadership development and sustaining a strong pipeline of females in Early Career roles.

Wood Galway engages primarily young graduates, with a yearly recruitment plan. Most of our local management team have remained with Wood since commencing their careers as graduates. We have built strong recruitment relationships with local universities (University of Galway, ATU) as well as national universities with engineering courses (University of Limerick, Trinity).

To support us in achieving a gender balance in the workplace, we aim to expand our employee networks, empower our leadership teams to have action plans to drive sustainable, inclusive change to reflect the communities we operate in, and continue our focus on balanced intake at the early career stage with enhanced tracking of diversity statistics on an ongoing basis across our business. We believe these actions, whilst maintaining our focus of fair pay for those carrying out the same job, in the same location, with the same skills and experience, regardless of gender, will have a long-term impact in addressing the gender pay gap.

Summary

Wood is a people business, and our people will always be our differentiator. Our priority is to ensure our people feel valued, are rewarded, and are treated fairly and inclusively. We are passionate about building an inspired and inclusive culture. Our focus on diversity and inclusion aims to make Wood a great place to work, where all our remarkable people feel respected and empowered to succeed. We continue to work towards providing equal growth and development opportunities for all our employees and putting measures in place to monitor key demographic data, that allows us to set targets to improve representation in key areas.

The regulations require reporting on pay, bonuses and benefits in kind over a 12-month period as follows:

Pay - for all employees, part-time employees and temporary employees.

- The mean gender pay gap – the difference between the average gross hourly pay for male and female employees.
- The median gender pay gap – the difference between the median gross hourly pay for male and female employees.
- Proportion of male/female employees in each quartile of our overall salary range.

Bonus

The mean bonus pay gap – the difference between the average annual bonus payments received by male and female employees.

- The median bonus pay gap - the difference between the median annual bonus payments received by male and female employees.
- Proportion of male/female in receipt of bonuses.

Benefits in Kind

- The proportion of male/female employees receiving Benefits in Kind.

The **snapshot date** is 30 June 2025, with the reporting period of the preceding 12-months.

Gender pay gap statistics

Employees on snapshot date

89

Gender Balance



Mean Gap / Median Gap - All Employees

Mean 28.2% **Median** 29.8%

Our part-time and temporary employees represent less than 7% of our workforce and are all female.

We have therefore chosen to include all employees as one reportable population.

Quartiles	Male	Female
Upper	95.8%	4.2%
Upper Middle	75.0%	18.2%
Lower Middle	81.8%	25.0%
Lower	60.9%	39.1%

In receipt of Bonus

No bonus payments were made during the 12-month reporting period. Therefore, there is **no reportable mean or median gap**.

In receipt of Benefits in Kind



Understanding our data

The Irish population is small, with 89 employees, and is divided into two employment groups: Consulting (office based and monthly paid) and Operations (site based and weekly paid).

Pay

- Site based roles have historically been filled by males in our industry.
- Most higher-paid monthly roles are engineering/technical positions, which are historically male-dominated.
- Women are represented at all levels, including leadership, where we have a 50/50 gender balance at senior grades.
- The pay gap reflects who does which roles, not men and women being paid differently for the same job. We are confident our pay is free from bias.

Our diversity and inclusion strategy and the measures already being taken to address the gap, are designed to have a longer-term impact on reducing any real pay gap between the pay of males and females.

Bonus

There were no bonuses paid within the reporting period.

Benefits in Kind

- Weekly paid trade/craft employees are not eligible for private medical insurance.
- Women are predominantly in monthly roles, so they appear more likely to receive a Benefit in Kind.
- Employees can also choose to opt out of the company provided private medical Insurance
- This creates a perceived gender imbalance but it's due to eligibility rules, and personal preference, not driven by our policy or bias.

Our gender pay gap calculations are based on gross pay, in line with Irish Gender Pay Gap reporting requirements. Some of our office-based employees participate in voluntary salary-sacrifice schemes as part of our flexible benefits offering. While salary sacrifice does not change their contractual salary, it can affect the gross pay figure used in the calculation, meaning employees with the same base salary may appear to have different hourly rates depending on the benefits they have chosen.

Addressing the gap

At Wood, we believe an inspired culture starts with an engaged, diverse and inclusive employee culture where people are empowered to deliver global change. The oil and gas industry will play a central and critical role in the energy transition.

Women make up an average of 23% of the global oil and gas industry workforce. Wood is a global leader in consulting and engineering, delivering solutions to complex challenges in energy and materials markets. We employ 35,000 of the world's most critical engineering and technical skills to deliver secure, clean and sustainable energy and materials.

Our mission is 'remarkable people, trusted to design, build and advance the world.' We place people at the front of our mission, driving everything we do to deliver the energy and material demands of the world and achieve the ultimate ambition of net zero. Working across 60 countries and in highly competitive markets, Wood's success is underpinned by its ability to attract and retain the best skills and most diverse talent and minds. Wood's strategy centres on designing the future and it takes diversity of thoughts, experiences, skills and perspectives to digitalise and decarbonise industry.

This is a particularly critical time as our energy system is changing, the industry needs greater diversity to ensure we have the innovation and leadership for a successful energy transition - ultimately ensuring we are much more representative of the consumers we serve. In Wood's strategy we commit to ensure 40% of women in leadership positions by 2030 as one of several key strategic growth metrics. We continue to shine a spotlight on diversity, inclusion, belonging and talent whilst ensuring our policies, recruitment and reward frameworks are free from bias. We continue to strive to be a workplace of choice for diverse talent, particularly women and minority groups, by holding our leaders accountable and taking action through:

Attracting and developing women

- Attracting and retaining key talent from the full spectrum of the global talent pool, particularly from under-represented groups, unlocking diverse talent and matching people to the best growth opportunities, monitoring and developing targeted action plans
- Monitoring our recruitment processes to ensure inclusive language on position descriptions, diverse interview panels and diverse candidate slates at longlist and shortlisting stages
- Ensuring equal opportunities for growth and development for all our people
- Continuously driving representation of women and underrepresented groups across our global graduate intake
- Our Women's Network (Equal Footing) and local chapters (Women of Wood) have delivered events and campaigns across the globe including Menopause Cafe - a safe space to share experiences and learn.

Retaining Women

- In our 2024 global engagement survey, we provided employees in 12 countries the option to self-disclose their ethnicity, gender and/or sexual orientation. These insights are being used to identify areas for improvement to ensure we increase representation of women across all areas of our organisation
- We consistently track and analyse diversity statistics, through our HR Information System (HRIS), to allow informed decision making across the business
- We are continuing to review our policies to ensure they remain inclusive and our flexible-working policy provides support to our people who are balancing their work commitment with family and/or caring responsibilities.

Pay Equity

Transparency of pay for our people is one of our key principles of reward, with base pay reporting available for most of our global population. The reports enable line managers to review the pay of their people against salary bands which are specific to the job level, function and country of work to ensure no bias in the application of our pay frameworks.

Line managers are accountable for ensuring fair pay practices for their people and engaging with them in open, honest dialogue about their pay.

Flexible and hybrid working

Our Flexible Working Policy continues to enhance our ability to offer our people the opportunity to adopt a hybrid working pattern, enabling a better work life balance.