

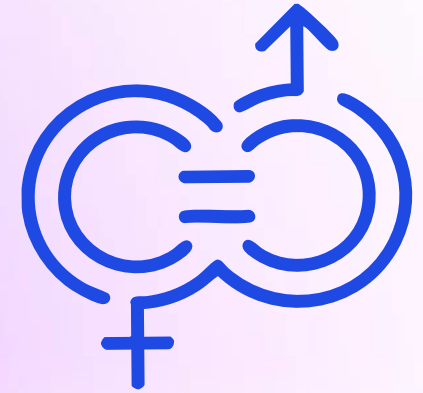


Gender Pay Gap Report 2025

Ireland



Inclusion, Diversity & Equity at KPMG



We are pleased to share the latest KPMG Ireland Gender Pay Gap Report, reflecting our continued commitment to building an inclusive and equitable workplace. This report provides transparency on our progress and reinforces the importance of our Gender Action Plan in driving meaningful change.

We recognise that achieving gender balance, particularly at senior levels, is a long-term journey requiring sustained focus and action. While this year's results highlight the complexity of the challenge, they also strengthen our resolve to accelerate progress.

Our priority remains clear: to create an environment where every individual, regardless of gender, has equal opportunity to thrive and achieve their career ambitions. By continuing to embed the principles of our Gender Action Plan across the firm, we aim to increase female representation in leadership and work towards closing the gender pay gap.

As we look ahead, we remain committed to taking tangible steps that support gender equity and foster a culture of inclusion for all.



Ryan McCarthy

Managing Partner
KPMG Ireland



Karina Howley

Head of Citizenship & Diversity
KPMG Ireland

Introduction

The Gender Pay Gap Information Act 2021 introduced mandatory reporting obligations for employers in Ireland, with a phased rollout beginning in 2022. From 2025, all organisations with 50 or more employees are required to publish annual gender pay gap data. In addition to disclosing pay gap metrics, employers must provide a narrative explaining the reasons for any gaps and outline measures being taken or planned to address them.

It is important to note that a gender pay gap is not the same as equal pay, which refers to paying men and women equally for equal work. The gender pay gap reflects differences in average pay across the workforce, regardless of role.

As required by legislation, the figures in this report relate to KPMG employees in the Republic of Ireland.

Although the legislation applies only to employees, we have voluntarily included information on our partner population to provide a more complete picture of gender representation and pay within our firm.

Our pay and bonus gap calculations are based on a 12-month period preceding our chosen snapshot date of 30 June 2025.

Key Metrics Explained



Mean Pay Gap

The mean gender pay gap represents the difference in average hourly earnings between women and men, including bonuses. It provides an overall view of pay disparity across an organisation.



Median Pay Gap

The median gender pay gap compares the hourly pay of the middle-paid woman and the middle-paid man when all employees are ranked from lowest to the highest pay. This measure, which also includes bonuses, helps to reduce the impact of extreme pay values.



Pay Quartiles

Pay quartiles divide all employees into four equal groups based on pay. By examining the proportion of women and men in each quartile, we gain insight into gender representation across different pay levels within an organisation.



Gender equity is a journey that requires transparency, accountability, and decisive action. At KPMG Ireland, we are committed to creating equal opportunities for all and building a culture where diversity is embraced and inclusion is embedded in everything we do.”

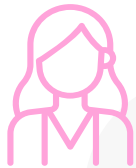
Colm Gorman

Partner and Head of People
KPMG Ireland

Gender Pay Gap Figures

Firm Gender Breakdown

50.7%



49.3%



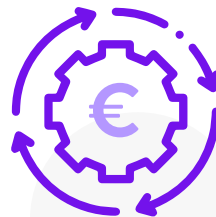
Mean - Pay & Bonus

11.1%

PAY GAP

23.2%

BONUS GAP



Median - Pay & Bonus

5.0%









PAY GAP

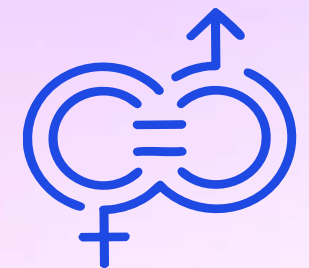
0.0%

BONUS GAP



Percentage of women & men when divided into four quartiles

Q1		Q2		Q3		Q4	
LOWER		LOWER MIDDLE		UPPER MIDDLE		UPPER	
women	 50.6%	women	 52.0%	women	 55.8%	women	 44.3%
men	 49.4%	men	 48.0%	men	 44.2%	men	 55.7%

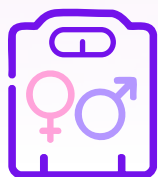


Gender Pay Gap Figures (continued)

Proportion of Bonus Received

88.4% WOMEN

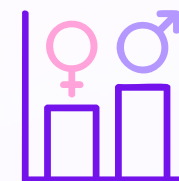
88.4% MEN



Pay Gap of Temporary Employees

1.4% MEAN GAP PAY

0.0% MEDIAN GAP PAY



Proportion of Benefits in Kind

100% WOMEN + MEN



Partners



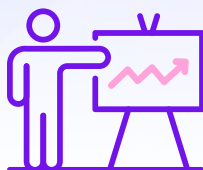
Although legislation does not require partner data in gender pay gap reporting, we choose to include it because transparency is central to our values. This year, our partner gender pay gap is 5.6%, improving from 8.3% last year and 12.3% in 2023. When partners are included, our overall mean pay gap is 37.7%, down from 39.2% last year and 42.7% in 2023.

Women currently represent 24% of our partners. Our ambition is to create a partnership that reflects the diversity of our people and the communities we operate in. We are committed to accelerating progress through targeted programmes, leadership initiatives, and a culture that empowers women to thrive and lead.

Pay Gap of Part-Time Employees

52.2% MEAN GAP PAY

64.1% MEDIAN GAP PAY



Understanding the Pay Gap



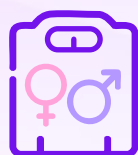
Mean & Median Pay Gap

Our gender pay gap results reflect the structural dynamics within our organisation and the broader profession. **The mean gender pay gap stands at 11.1%**, largely influenced by the higher representation of men in senior roles, many with longer tenure, and by certain business areas that remain male-dominated. Across the organisation, the median gap is lower reflecting that at the mid-point of pay distribution **the gap is at 5.0%**.



Quartiles

Looking at pay quartiles, men make up 55.7% of the upper quartile, reinforcing the link between seniority and pay gap outcomes. Encouragingly, **bonus eligibility is equal, with 88.4%** of both men and women receiving a bonus, and **100% of employees receive benefit-in-kind**, including access to our employee assistance programme, permanent health insurance, life assurance, online medical appointments, and eye tests.



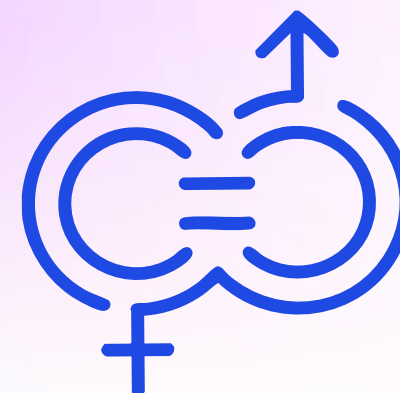
Mean & Median Bonus Gap

Bonus gaps follow a similar pattern. **The mean bonus gap is 23.2%**, driven by the concentration of men in senior positions eligible for larger bonuses. **The median bonus gap is 0.0%**, indicating parity at the midpoint. These figures are impacted by employees who joined mid-year or work part-time. They are also influenced by those on extended leave, in particular family leave. Of the 149 employees who took family leave last year, 89% were women, which is further compounded by the longer length of maternity leave when compared with paternity leave.



Pay Gap of Part-time Employees

Among part-time employees, **women represent 96.0%**, often in more junior roles, which explains the higher mean pay gap of 52.2% and median gap of 64.1% compared to part-time men. In contrast, temporary employees show near parity, with women accounting for 50.5% of this group and a mean pay gap of 1.4% and median gap of 0.0%, indicating balanced pay outcomes.



These figures highlight both the progress we have made and the areas where further action is needed. Our focus remains on creating pathways for women to advance into senior roles, which will help reduce gaps over time and strengthen gender equity across the organisation.

Addressing the Pay Gap

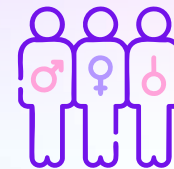
At KPMG, we hold ourselves accountable for creating a workplace where every individual has the opportunity to thrive and contribute their best. Inclusion, diversity, and equity are not just words – they are commitments that shape how we lead, collaborate, and succeed. We know that a diverse and inclusive environment fuels innovation, strengthens decision-making, and builds a culture of belonging for all.

Our strategy spans five key areas: gender, LGBTQ+, ethnicity, disability, and social mobility. Each is critical to ensuring that every person feels valued, respected, and empowered to bring their unique perspectives to our firm.

We recognise that progress requires sustained effort and measurable action. While we have made important strides, we know there is more to do. That is why we continue to embed our Gender Action Plan across the organisation, with initiatives designed to remove barriers and accelerate career progression. From mentoring and leadership development to flexible working and family support, we are investing in the tools and culture that enable our people to succeed.

Our commitment is clear: we will keep challenging ourselves, tracking our progress, and taking steps to create a future where equity and inclusion are not aspirations – they are realities.

Five Key Areas:



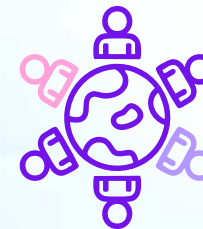
Gender



LGBTQ+



Social mobility



Ethnicity



Disability

Our Commitments for the Year Ahead

01 Strengthen Leadership Pipeline

- ✓ **Growing our Connect@KPMG Community:** Continue to grow the programme with an additional 70+ women in the next year, creating a vibrant network of over 300 colleagues committed to connection, support, and shared success.
- ✓ **Gender Balance in Leadership Programmes:** Maintain a strong focus on gender balance in leadership programmes to strengthen our talent pipeline. Recent progress includes 56% women in our Thrive programme (Director level) and 46% in Emerging Leaders (Associate Director level).

02 Ensure Pay and Bonus Fairness

- ✓ **Annual Pay Audits:** Conduct pay and bonus audits annually, with corrective actions implemented if needed.
- ✓ **Review Bonus Process:** Conduct a review to ensure that bonus allocation is based on objectives.

03 Advance Gender Equity in Recruitment & Promotions

- ✓ **Transparent Criteria:** Publish clear, objective promotion criteria for senior roles.
- ✓ **Bias-Free Hiring:** Continue using gender-neutral language in job adverts, and aiming for balanced interview panels.
- ✓ **Gender Proportionality:** Utilise the gender proportionality principal to help us interrogate our promotions process and set data-based goals.

04 Champion Shared Parental Responsibility

- ✓ **Enhanced Family Support:** Showcase stories of how our enhanced family supports have encouraged and enabled colleagues to fulfil their personal and professional goals to inspire others and provide visible role models.
- ✓ **Normalise Shared Parental Leave:** Actively encourage men to take family leave and share stories of male leaders doing so.

05 Data-Driven Insights

- ✓ **Predictive Analytics:** Use data to identify where women drop off in the pipeline and intervene early.
- ✓ **Function Gender Action Plans:** Leveraging the data from our Gender Scorecards to create function specific gender action plans to tackle the specific challenges of different areas of the business.
- ✓ **External Benchmarking:** Compare progress against industry peers to help drive progress.

06 Collaborate for Impact

- ✓ Continue partnerships with Women in Finance, Business in the Community Ireland, and the 30% Club, leveraging collective action to accelerate change.



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