

GENDER PAY GAP REPORT 2025

Belonging Transforms at Siemens Ireland

#BelongingTransforms
[siemens.co.uk/diversity](https://www.siemens.co.uk/diversity)



At Siemens, our purpose is to create technology to transform the everyday, for everyone. To solve the complex technology and digital transformation challenges that our customers ask of us, we need diverse teams with diverse thinking. Ensuring equitable opportunities and fostering an inclusive workplace where every individual can thrive is vital to achieving this.

This year marks an important milestone as we publish our first Gender Pay Gap report for Ireland. Transparency is a key part of our commitment to equity, and this report provides valuable insights that will guide our actions.

These findings will strengthen our initiatives such as inclusive recruitment and development programmes, alongside policies that support fairness and opportunity for all.

While there is more work to do, this report reflects our dedication to building a culture where everyone can contribute to shaping a better future.



Joe Walsh
General Manager, Siemens Ltd Ireland

What is a Pay Gap?

A pay gap is a comparative measure across businesses, industries and sectors of the difference in the average (mean or median) pay of a demographic – regardless of the nature of their work – across the entire organisation. It can be driven by the different number of men and women across all roles and averages can be affected by small volumes of high earners.

We report on our gender pay gap, with gender being a protected characteristic. Within this demographic, women are an underrepresented group.

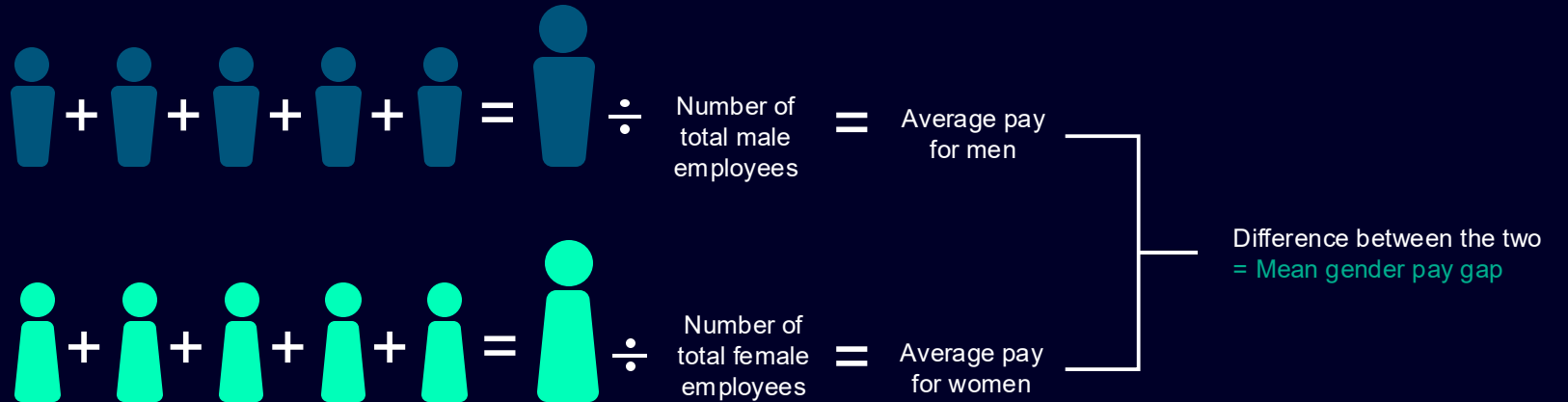
It's different from an equal pay comparison, which is a direct comparison of two or more people carrying out the same, similar or equivalent work.

Note - Our pay gap reporting includes ordinary pay (basic pay, allowances, pay for leave, and shift premium pay) and bonus pay (profit sharing, productivity, performance, short & long-term incentive, and commission), as well as benefits in kind, e.g. company car benefit.

Mean

The mean pay gap is the difference in the average hourly pay for one demographic compared to another (example: men and women)

For this example, we will use gender (male and female)



Median

The median is the midpoint when you separately line up one demographic group pay, low to high, and the same for another. Using the example of gender. The median pay gap is the difference between the hourly pay rate for the mid-point of female employees compared to that of the mid-point of our male employees.



Siemens Ltd Ireland Gender Pay Gap

For the past eight years, Siemens has demonstrated its commitment to workplace equity by transparently reporting our Gender Pay Gap in the UK.

This year marks an important milestone as we publish our first Gender Pay Gap report for Siemens Ltd Ireland, reinforcing our dedication to creating an inclusive workplace where everyone is supported to thrive.

Highlights:

We continue to strengthen our approach through enhanced policies and initiatives that support our people at every stage of life and career. From maternity and paternity leave available from day one, to a phased return to work after maternity leave with no loss of salary, and salary top-ups for parents' leave - we are removing barriers and creating opportunities for all.

Our Gender Equity Programme is driving meaningful change, focusing on removing barriers, supporting career progression and fostering an inclusive workplace. The programme has also received external recognition by the World Economic Forum (WEF). It is one of the featured highlights in the WEF Insight Report 2025 on Diversity, Equity, and Inclusion, selected for its “standout” design and execution approach.

While this is a significant step forward, we know there is more to do. Our commitment remains unwavering: to create a workplace where equity is embedded in everything we do, and where every employee feels supported and empowered to succeed.



Gender Pay Gap

Our gender pay gap currently stands at -18.48%, meaning by this measure alone, women earn on average more than men in our organisation. This is a positive indicator of progress, yet equity is about more than pay, it's about creating pathways for growth and balanced representation in every role.

We remain committed to sustaining this progress through initiatives that remove barriers, support career development, and foster an inclusive culture where everyone can thrive. Representation in technical and leadership roles remains a priority, and we are committed to sustaining equity through a range of proactive measures.

Family-Friendly Policies:

- Maternity & Paternity leave from Day 1
- Salary top-up for Parents' Leave
- Phased return after maternity leave (30 hours/week for 8 weeks, no salary loss)

Menopause Support:

- Gold Level Menopause Workplace Excellence Accreditation
- Policy, toolkit, and trained advocates

Flexible Working:

- Hybrid working policy and flexible arrangements

Complementary efforts include Employee Resource Groups (Women's Network, Working Families Group) and development initiatives to increase female representation in technical and leadership roles.

We remain steadfast in our commitment to gender equity, continuously evolving our policies, programmes, and culture to ensure equitable opportunities and an inclusive workplace for all.

Siemens Ltd Ireland

Pay Gap

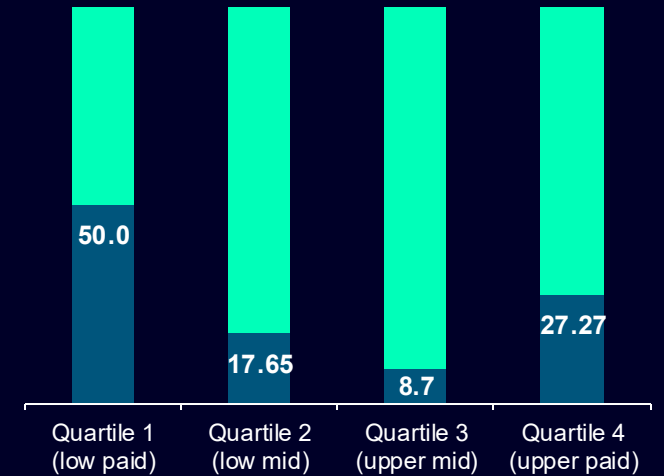
Mean	13.76%
Median	-18.48%

Bonus Gap

Mean	46.18%
Median	1.58%

% Receiving a bonus

Men	94.44%
Women	100%



Quartiles represent the distribution of people in four equal groups from lowest to highest paid

