



Intercom,  
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The government of Ireland requires that we publish the following data related to employee remuneration in the state of Ireland for the year of 2024.

- Overall Hourly: Mean: 21.2%, Median: 17.7%.
- Temporary Hourly: Mean: 32.5%, Median: -1.0%.
- Bonus: Mean: 39.6%, Median: 30.4%.
- Bonus Proportion: Men: 90.9%, Women: 91.5%.
- BIK Proportion: Men: 92.7%, Women: 85.5%.
- Pay Quartile Distribution
  - 1st Quartile: Women 22.7%, Men 77.3%.
  - 2nd Quartile: Women 36.4%, Men 63.6%.
  - 3rd Quartile: Women 35.5%, Men 64.5%.
  - 4th Quartile: Women 56.0%, Men 44.0%.

Intercom does not discriminate based on personal characteristics. Any difference in compensation between groups of employees is the result of a formulaic approach which considers market rates for a given level, role, and location and also performance in the role.