INDITEX

ITX Retail Ireland Limited

Gender Pay Gap Report 2024

This is our fourth gender pay gap report in Ireland. We are pleased to report that our gender pay gaps are again very low – for the third year running both gaps are less than 5%.

In this report, we set out our gender pay gap statistics for Ireland in 2025, explain the reasons for our gaps and set out what measures we are taking to reduce them.

Gender pay gap vs equal pay

The gender pay gap is different to equal pay. Equal pay focuses on individual roles and is the requirement that men and women are paid the same for carrying out the **same or similar work.**

However, the gender pay gap compares the **average figures** for both the pay and bonus of the total workforce. Gender pay gaps do not take into account the fact that the "average" men and women may be doing **very different roles**. The presence of gender pay gaps suggest demographic imbalance in a workplace.

What are our gender pay gap figures for 2025?

Our figures as at 30 June 2025 are below:

	2025
Mean pay gap	-2.2%
Median pay gap	-0.6%
Mean pay gap (part time employees only)	-20.3%
Median pay gap (part time employees only)	3.6%
Mean pay gap (temporary employees only)	0.0%
Median pay gap (temporary employees only)	0.0%
Mean bonus gap	-7.8%
Median bonus gap	-4.2%
Proportion of men that received bonus	68.3%
Proportion of women that received bonus	72.6%
Proportion of men that received benefits in kind	100.0%
Proportion of women that received benefits in kind	100.0%
Lower quartile (percentage women)	70.4%
Lower-mid quartile (percentage women)	74.3%
Upper-mid quartile (percentage women)	72.7%
Upper quartile (percentage women)	77.9%

Reasons for our gender pay gaps

Consistent with previous years, our median gender pay gap remains effectively zero. This reflects the structure of our workforce, where a large proportion of employees are performing the same roles. Our Sales Assistants, who represent 751 of our 1,012 employees, form the core of our team. Women make up the majority of our workforce at 73.4%, and similarly, 73.2% of Sales Assistant roles are held by women.

We have seen a further reduction in our mean pay gap this year, demonstrating a year on year decrease since our first report for Ireland in 2022. Our mean pay gap is now negative and lower than the median. It is negative because women are overrepresented in some of the very best paid roles in our business and this drives the mean pay gap further down.

We are pleased that our pay gaps continue to be low. But we are not complacent. As a business we are committed to gender diversity and inclusion. We want to ensure we can continue to attract, retain and support women at ITX consistently over the long term. We want all employees to be able to reach their full potential and have successful, rewarding careers with us.

Measures to reduce our gender pay gaps

Over the past few years, we have introduced a range of measures to attract and retain more women into leadership roles of all levels in our brands.

Recruitment

We deploy a range of recruitment initiatives in order to get more applications from women for senior roles in all our brands and to ensure that they are as equally likely as men to be appointed. Examples of such initiatives include:

- In all job adverts for senior roles (level 5 and above) we advertise them as being available on a flexible basis.
- We have balanced interview panels where possible.
- We use structured interviews to minimise any space for bias during recruitment.

Retention and development

We need to ensure we retain female talent and provide the support needed to reach more senior roles.

To do this, we will continue to identify and remove any barriers to progression that women might face as they progress through their careers.

We recognise that parenthood can often negatively impact women's careers. To try to address some of these challenges, we're improving the way we engage with our employees both while they are on maternity leave and also after their return. During their leave, we'll be keeping them better informed about the business and providing details of opportunities for progression that may be relevant to them. We've trialled this in 2025 and will be rolling out more widely in 2026. Over the next 24 months, we'll monitor the effectiveness of our efforts.

I confirm that this information is accurate

Jose Manuel Romay de la Colina

Director, ITX Retail Ireland Limited

ITX Retail Ireland Limited – Gender Pay Gap Report 2024

This is our third gender pay gap report in Ireland. We are pleased to report that again our gender pay gaps are very low. In this report, we set out our gender pay gap statistics for Ireland in 2024, explain the reasons for our gaps and set out what measures we are taking to reduce them.

Gender pay gap vs equal pay

The gender pay gap is different to equal pay. Equal pay focuses on individual roles and is the requirement that men and women are paid the same for carrying out the same or similar work.

However, the gender pay gap compares the average figures for both the pay and bonus of the total workforce. Gender pay gaps do not take into account the fact that the "average" men and women may be doing very different roles. The presence of gender pay gaps suggest demographic imbalance in a workplace.

What are our gender pay gap figures for 2024?

Our figures as at 30 June 2024 are below:

Statistic	2024
Mean pay gap	3.2%
Median pay gap	0.0%
Mean pay gap (part time employees only)	-51.6%
Median pay gap (part time employees only)	-28.6%
Mean pay gap (temporary employees only)	0.0%
Median pay gap (temporary employees only)	0.0%
Mean bonus gap	15.3%
Median bonus gap	0.2%
Proportion of men that received bonus	68.4%
Proportion of women that received bonus	68.2%
Proportion of men that received BIK*	100.0%
Proportion of women that received BIK*	100.0%
Lower quartile (percentage women)	74.1%
Lower-mid quartile (percentage women)	76.8%
Upper-mid quartile (percentage women)	75.9%
Upper quartile (percentage women)	73.7%

**Benefit in Kind*

Reasons for our gender pay gaps

In line with 2022 and 2023, we have essentially no median gender pay gap because we employ a very large number of people performing the same roles. Our Sales Assistants account for 675 out of our 917 employees. Further, a similar proportion of men and women work in our lowest paid roles as in our highest paid roles which also explains why we have a very low median gap.

We have seen a further reduction in our mean pay gap this year, demonstrating a year on year decrease since our first report for Ireland in 2022. We have a very small mean gender pay gap because, while women are overrepresented at all pay levels, they are less overrepresented at the highest paid level: 75% of all roles are held by women, whereas 59% of the highest paid roles are held by women.

Despite our positive overall mean and median pay gap statistics, as a business we are still focusing on ensuring we can continue to attract, retain and promote women into senior roles at ITX, and further minimise our existing gaps.

Measures to reduce our gender pay gaps

Over the past year, we have introduced a range of measures to attract and retain more women into leadership roles of all levels in our brands, with a particular focus.

Recruitment

We deploy a range of recruitment initiatives in order to get more applications from women for senior roles in all our brands and to ensure that they are as equally likely as men to be appointed. Examples of such initiatives include:

- In all job adverts for senior roles (level 5 and above) we advertise them as being available on a flexible basis.
- We have balanced interview panels where possible.
- We use structured interviews to minimise any space for bias.

Retention and promotion

We need to ensure we retain and promote female talent into more senior roles. To do this, we will continue to identify and remove any barriers to progression that women might face as they progress through their careers.

I confirm that this information is accurate

Jose Manuel Romay de la Colina

Director

ITX Retail Ireland Limited

ITX Retail Ireland Limited Gender Pay Gap Report 2023

This is our second gender pay gap report in Ireland. We are pleased to report that again our gender pay gaps are very low.

In this report, we set out our gender pay gap statistics for Ireland in 2023, explain the reasons for our gaps and set out what measures we are taking to reduce them.

Gender pay gap vs equal pay

The gender pay gap is the output of a statistical calculation. It compares the average figures for both the pay and bonus of the total workforce. Gender pay gaps do not take into account the fact that the "average" men and women may be doing very different roles. Gender pay gaps suggest demographic imbalance in a workplace.

The gender pay gap is not the same as equal pay. Equal pay focuses on individual roles and is the requirement that men and women are paid the same for carrying out the same or similar work.

What are our gender pay gap figures for 2023?

Our figures as at 30 June 2023 are below.

Mean pay gap	3.8%
Median pay gap	-0.1%
Mean pay gap (part time employees only)	-50.4%
Median pay gap (part time employees only)	-17.1%
Mean pay gap (temporary employees only)	0.1%
Median pay gap (temporary employees only)	0.0%
Mean bonus gap	32.3%
Median bonus gap	-1.1%
Proportion of men that received bonus	59.2%
Proportion of women that received bonus	71.0%
Proportion of men that received BIK*	100.0%
Proportion of women that received BIK*	100.0%
Lower quartile (percentage women)	78.8%
Lower-mid quartile (percentage women)	69.9%
Upper-mid quartile (percentage women)	75.9%
Upper quartile (percentage women)	77.2%

*Benefit in Kind

Reasons for our gender pay gaps

Consistent with last year, we have essentially no median gender pay gap because we employ a very large number of people performing the same roles. Our Sales Assistants account for 745 out of our 998 employees. A similar proportion of men and women work in our lowest paid roles as in our highest paid roles. This explains our low median pay gap.

We again have a very small mean gender pay gap because, while women are overrepresented at all pay levels, they are less overrepresented at the highest paid level: 75% of all roles are held by women, whereas 60% of the highest paid roles are held by women.. We need to make sure we can continue to attract, retain and promote women into our senior roles.

Measures to reduce our gender pay gaps

To bring down our mean pay gap further, we need to get more women into more senior level roles.

We have a range of measures that have been helping to attract and retain more women into leadership roles of all levels in our brands.

Recruitment

We need to get more applications from women for more senior roles in all our brands and to ensure that they are as equally likely as men to be appointed. To do this, we deploy a range of initiatives:

- In all job adverts for senior roles (level 5 and above) we are advertising them as being available on a flexible basis.
- We will continue to ensure the recruitment process is completely fair and free from bias.
- We will continue to have balanced interview panels where possible.
- We use structured interviews to minimise any space for bias.

Retention and promotion

We need to ensure we retain and promote female talent into more senior roles. To do this, we need to continue to identify and remove any barriers to progression that women might face. We will investigate a return-to-work programme to help reengage senior talent and rebuild the careers of those who have had to take extended periods away from work.

I confirm that this information is accurate

Jose Manuel Romay de la Colina
Director
ITX Retail Ireland Limited