Gender Pay Gap Reporting – Ireland Only



Year One

Ending April 2025

Understanding the numbers

Pay gap vs. equal pay

There can be confusion about the difference between the gender pay gap and equal pay, but they are not the same thing: Equal pay looks at the pay difference between men and women doing the same role. The gender pay gap looks at the difference between the average pay of all men and all women across the whole business, regardless of job type or how senior they might be.

The calculations

When we calculate our gender pay gap, we are legally required to do more than just add up the basic salaries and provide two different measures. The calculations include basic pay, performance related pay and allowances. It can be influenced by a variety of factors including, most notably, the demographics of a company's workforce.

We're moving in the right direction at DX. There's still work to do, but our new strategy will accelerate our growth, expand our service offering to customers, raise the standard of service we deliver every day and support our people, as well as having a knock-on effect on this topic, in addition to our pay gap-directed initiatives.

Jill Jenkins,
Group HR Director



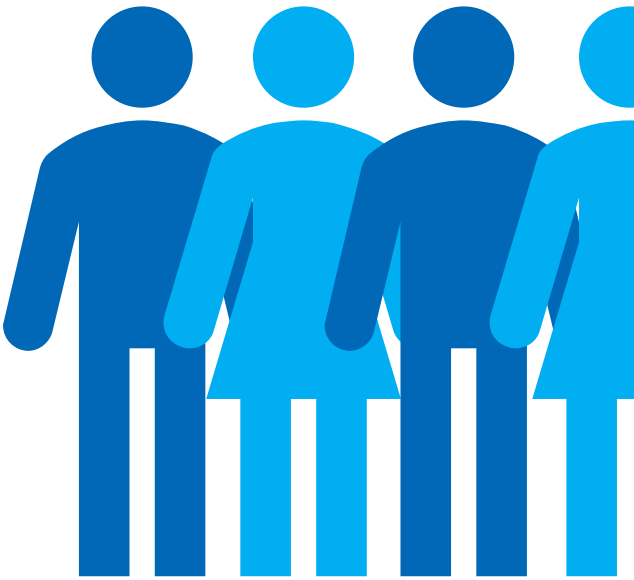
The DX approach

At DX we believe in closing the Gender Pay Gap. A more diverse and inclusive workforce helps our business by reflecting the customers we serve, which brings in new skills, creativity, and innovation.

Background information

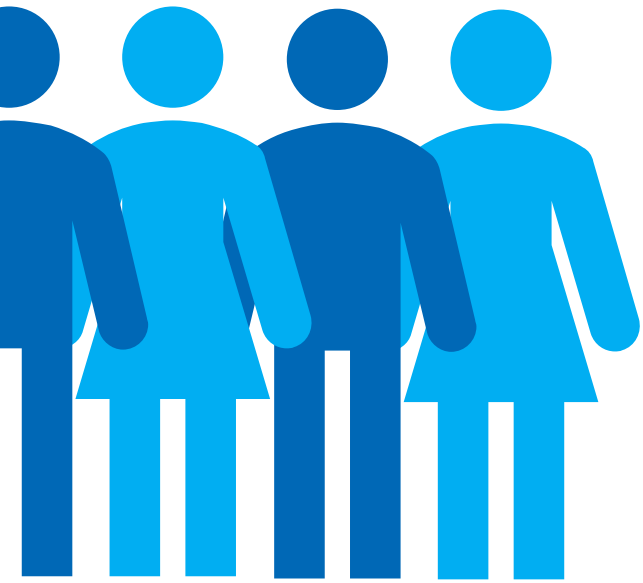
The following figures relate to the pay period containing the 5th April 2025 or the 12-month period prior to the 5th April 2025. It's important to note that due to the nature of our business we have a high proportion of male staff: 79% male and 21% female, based in Ireland

The figures



Mean Pay Gap

The mean pay gap is the difference in average hourly pay for women compared to the average hourly pay for men. The mean pay gap for DX Network Services Ireland is 8.9%. The mean is calculated by adding all the values in a dataset and dividing by the number of values.



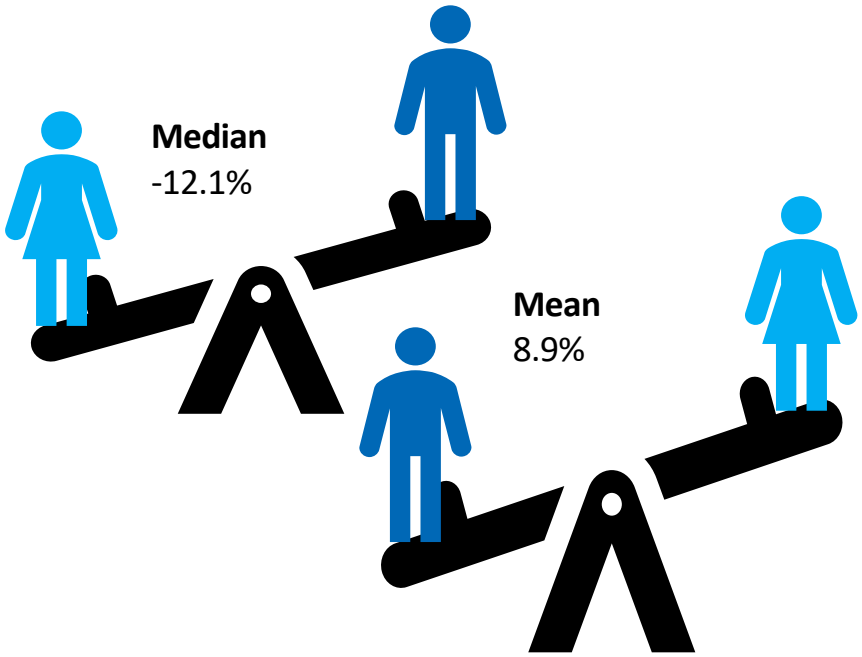
Median Pay Gap

The median represents the middle point of a population. The median pay gap is the difference between the median point pay rate of men and women in the organisation. The median pay gap for DX Network Services Ireland is -12.1%.

Overall gender pay gap DX Ireland

A number of factors had influence over this – like our historically male-dominated workforce, and internal promotions to this workforce.

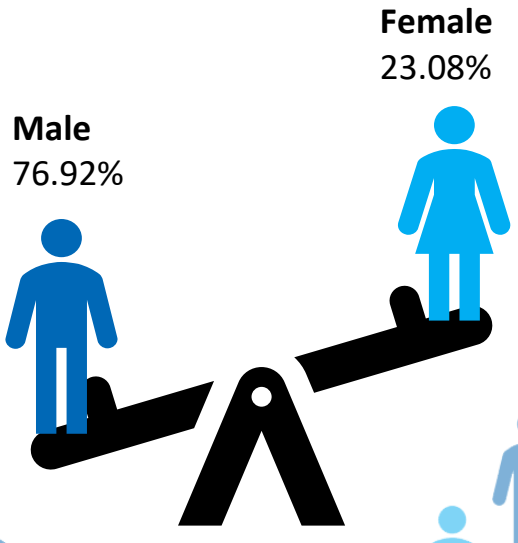
	2025
Mean Pay Gap	8.9%
Median Pay Gap	-12.1%



Population by pay quartile DX Ireland

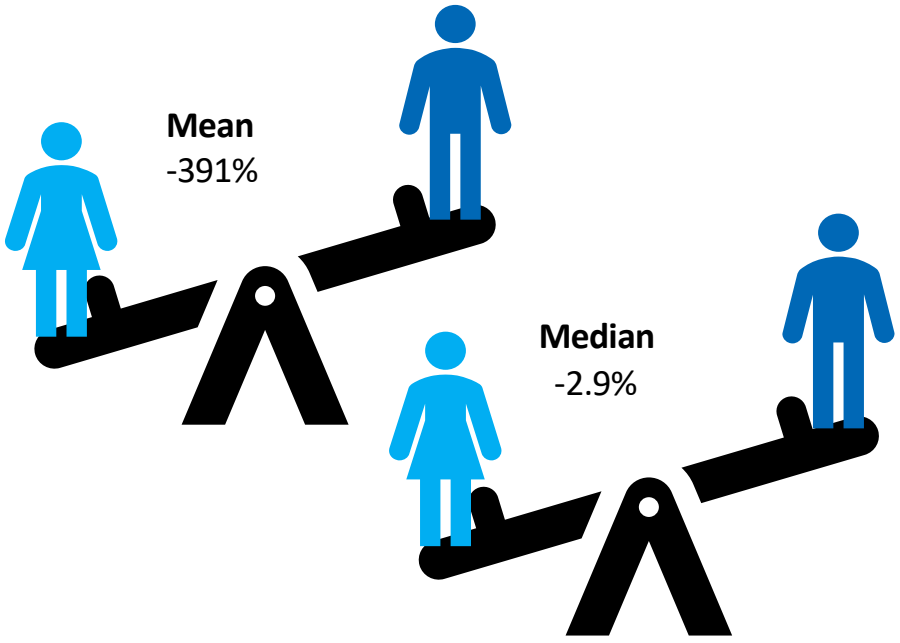
	2025	
	Male	**Female**
Upper	76.92%	23.08%
Upper Middle	42.86%	57.14%
Lower Middle	64.29%	35.71%
Lower	100%	0%

Viewing the pay quartiles divided by gender provides some wider context into this year's results: a rise in female colleagues in the upper quartile will work towards closing the gap, however a significant rise in female colleagues in the lower quartile has the opposite effect.



Bonus Payments DX Ireland

	2025
Male	75.9%
Female	24.1%
Mean	-391%
Median	-2.9%



The less even split demographics of where our male and female colleagues sit within the business goes some way to explain these results, and as the data shows, we are becoming less heavily male as a workforce with each passing year.

DX's hiring mantra will always be that the best person for the job, gets it – regardless of their gender.

Jill Jenkins,
Group HR Director

Understanding the results

With a new strategy leading the business into its next half-century, we're confident that the gender pay gap will move closer to zero at DX.

With changes in leadership teams and pay structures taking effect and the business attracting more female colleagues to senior positions, it's already clear to see our direction of travel, and we're already on track for a better result in 2026 and beyond.

Again, we are aware that the actual figures within this report are not a true reflection of our business, and that context adds valuable detail to the figures, but there is still work to be done, and we are getting on with doing it.

The figures continue to simplify a complex issue that has many grey areas: while 75.9% of men received a bonus against 24.1% of women at DX, the mean bonus pay for women was 391% higher than it was for men this year.

We remain committed to ensuring the diversity and inclusion of our workforce at DX, and we consistently take steps to ensure continued movement in the right direction.