currys

ROI Gender Pay Report. 2026

We help everyone enjoy amazing technology.

Introduction.



Caroline Hirst.
Chief People Officer.

I'm proud to introduce Currys' gender pay gap report for our Republic of Ireland business.
This report marks an important opportunity to reflect on our progress. I'm pleased to share that our median gender pay gap in Ireland is -1.2%, which means women's median pay is slightly higher than men's.

Our mean pay gap of -2.5% also sits well below the national average of 10.9% across Irish organisations.

Some of the achievements I'm most proud of:

- Engagement of 86%, one of our strongest results this year, keeping us in the estimated global top 3% of companies surveyed by Viva Glint.
- Our four inclusion networks growing to over 2,100 colleagues.
- 93% of managers completing last year's Dignity at Work module.
- More women stepping into regional manager and general manager roles.
- Exploring more flexible ways of working in our contact centres and stores, as well as our offices.

How we build our culture.
At Currys we equip managers to lead well, bring inclusion into the events colleagues care about, and make sure fair treatment is in place across the business.

This year 93% of managers completed last year's Dignity at Work module. The next edition will focus on preventing sexual harassment, which helps women feel safe and able to progress.

Our Inclusion Calendar now includes event kits, such as Pride in a Box, so frontline teams can easily take part. Every Black History Month kit was claimed within 24 hours, and we're planning kits for International Women's Day and Disability History Month.

Our priorities.
We want more women to join and progress in frontline roles, as well as in corporate ones. We're also continuing to build women's representation in senior leadership, where we've made good progress, with more women moving into regional manager and general manager roles this year.

Flexibility for everyone.
Flexible working helps women in particular, who still carry more of the caring responsibilities. After feedback from our hybrid working survey, we've expanded our office space. We're also testing more flexible options beyond office roles, including flexible breaks in our contact centres and ways for store colleagues to pick up extra hours or try different activities and locations.

Support through life's big moments.
We continue to promote our Menopause, IVF, Pregnancy Loss and Premature Birth policies, each with manager guidance so support is consistent. Our new partnership with The Retail Trust replaces our Employee Assistance Programme and gives every colleague and their household the right support at the right time.

Our inclusion networks.
Our four networks (Pride@Currys, Disability@Currys, Women's Network and Embrace) now have over 2,100 members. This year they:

- Ran Women's Network webinars on menopause, hormone health, pensions and the gender pension gap.
- Held our first Inclusion Network Takeover Day for National Inclusion Week.
- Held listening sessions with disabled and neurodivergent colleagues.
- Ran monthly talks, plus a new series on accessible advertising and inclusive design in retail.

What's next.
We're starting from a strong place on culture. Next, we'll keep building it and work to close the representation gap, particularly in frontline roles. We're also updating our workplace adjustments policy and improving our data, including how frontline and corporate experiences differ.

Our direction is clear: keep building the culture that makes strong results possible, close the gaps that remain, and be open about how we're doing.

Our results explained.

Supporting Narrative.

This year our median pay gap is -1.2%, having changed from 0.7%, meaning our median hourly pay sits marginally in favour of women. Our mean pay gap at -2.5% is also low in contrast to the national picture where the average gap is 10.9% among Irish organisations.[1]

Our part-time median gap of -0.5% is close to our overall median, while the part-time mean is 1.5%. This group weighs heavily on the headline figures, as around two thirds of colleagues work part-time.

We had just one colleague on a temporary contract, so we can't calculate pay gap figures for this population.

Our mean bonus gap is -0.9%, a smaller gap than last year's -2.2%. This continues to reflect our relatively small corporate headcount, where bonus earnings tend to be higher, combined with a greater proportion of women in these roles compared to men.

Our median bonus gap is 32.5% this year, and is influenced by bonus scheme mix, rather than by how we set pay. Payouts under our Service areas, where female representation is low, were higher this year. This is a structural difference in workforce representation, which drives a bonus pay gap even though our mean gap sits at -0.9%.

Our workforce is made up of 34.2% women. We've seen an increase in female representation in our upper pay quartile this year, up to 37.1%. This growth marks a positive step toward improving gender balance in higher paid positions.

1. Source: PayGap.ie - Irish Gender Pay GapPortal.

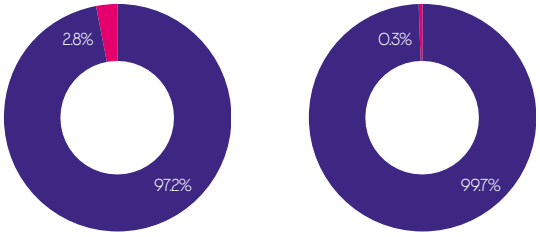
Gender Pay & Bonus Gap.

Difference between men and women	Mean (average)	Median (mid-point)
Gender Pay Gap – All colleagues	-2.5%	-1.2%
Gender Pay Gap – Part-time colleagues	1.5%	-0.5%
Gender Pay Gap – Temporary colleagues*	0	0
Gender Bonus Gap	-0.9%	32.5%

*One temporary contract: pay gap unable to be calculated.

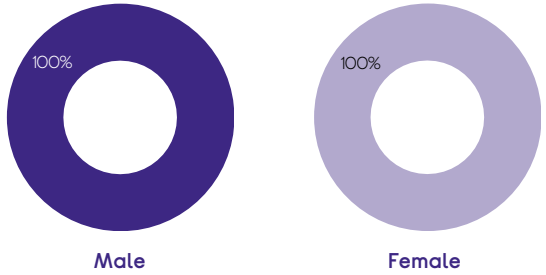
Bonus Payout.

All colleagues are eligible for bonus.
Reasons for not receiving a bonus include being a new joiner or not meeting individual performance measures.



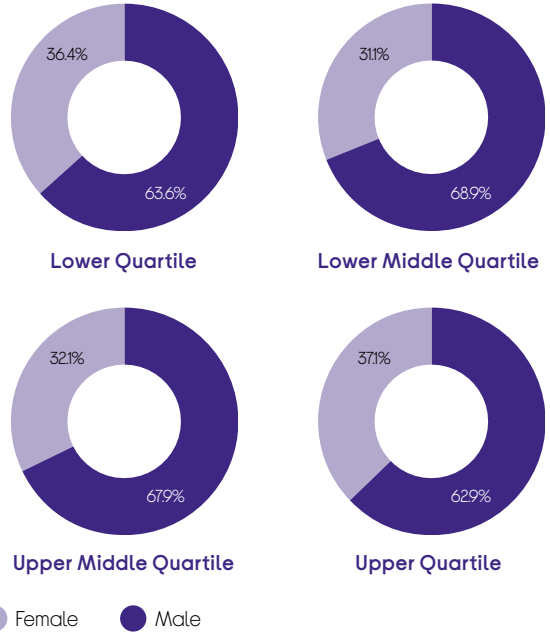
Benefits in Kind.

The table below shows the percentage of men and women in receipt of benefits in kind.



Pay Quartiles.

The table below shows our gender pay results as a percentage of men and women arranged into four quartile bands.



Gender Pay Gap explained.

Gender Pay Gap reporting requirements.

- All companies with 250 or more employees are required to publish their gender pay gap under legislation that came into effect in 2022.
- Employers are required to publish the gap in pay between men and women on both a median basis and a mean basis, for all employees, part-time employees and temporary employees. In addition, employers are required to disclose the distribution of gender by pay quartile – four groups split and grouped around pay bands, indicating the proportion of men and women in each quartile.
- Employers are required to publish the gender bonus gap between men and women, calculated over a 12 month period. Employers must publish both median and mean pay results.
- Employers are also required to disclose percentages of staff receiving bonuses by gender.
- Employers are also required to disclose percentages of staff receiving benefits in kind by gender.

Important note:

The gender pay gap is the difference between what men typically earn in an organisation compared to what women earn, irrespective of their role or seniority. It is not a measure of Equal Pay – e.g., individual level pay between men and women performing the same or like work or work that has been rated of equal value.[2]

2. Source: Mercer – What the difference is between 'Gender Pay Gap' and 'Equal Pay'.

Gender Pay Gap.

This is the difference between the hourly rate of pay of men and women, expressed as a percentage of the men's hourly pay rate. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

The difference between mean and median.

The mean is the average number. This is found when all the values are added together and then divided by their total.



The median is the number in the middle. This is found when all the values are ordered from lowest to highest and the mid-point is selected.



The mean number can be distorted by extreme numbers, both high and low. This is not the case with the median number.

Helpful links.

Currys 2025/26 Annual Report
UK Gender Pay Report 2026
Business in the Community
Race at Work Charter
Everywoman
Diversity in Retail

This report shows our gender pay gap and gender bonus pay gap for Currys Ireland Ltd. It has been conducted across **528 colleagues.**



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