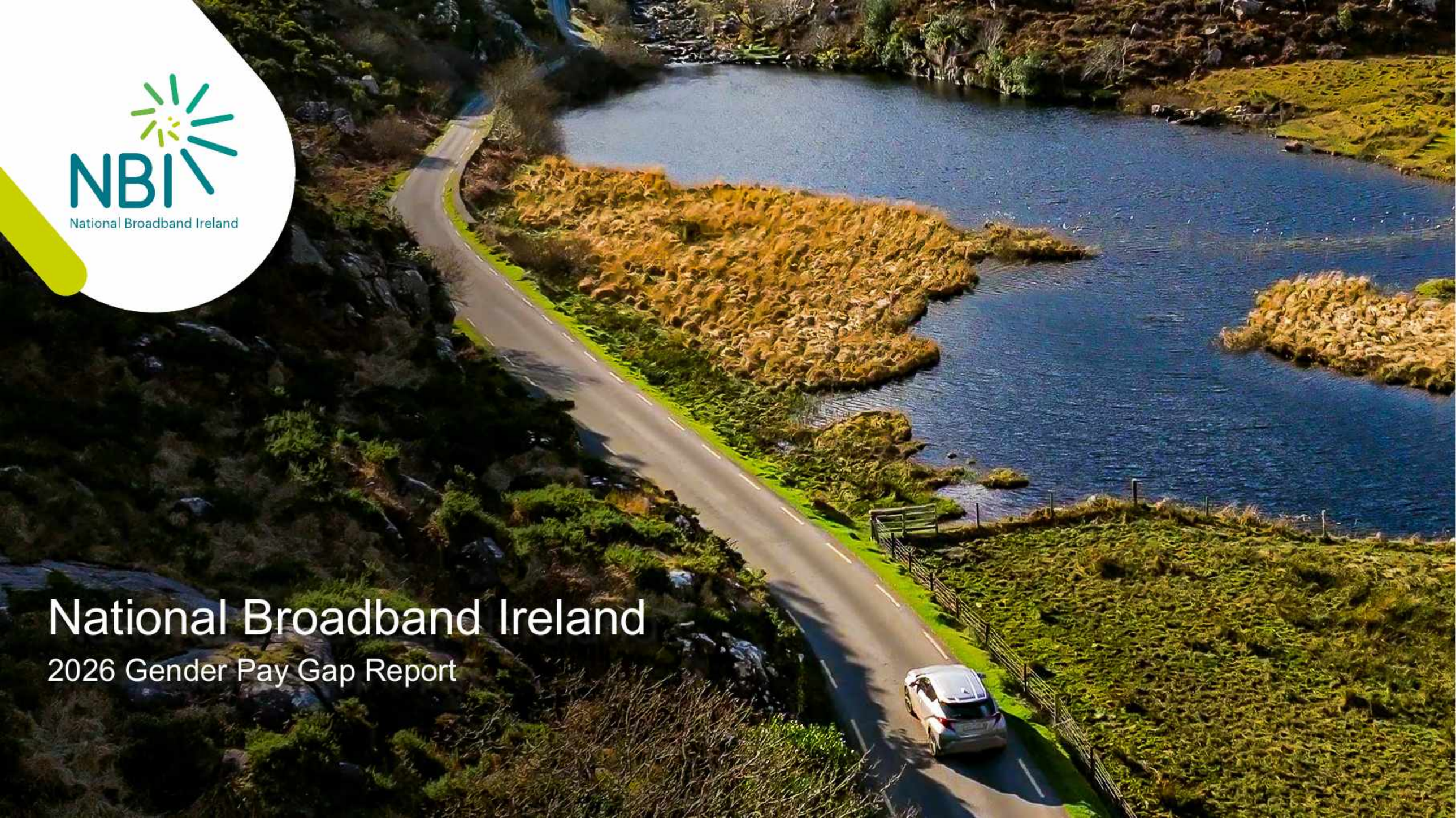


National Broadband Ireland

National Broadband Ireland

2026 Gender Pay Gap Report

Contents

Introduction 03

The Gender Pay Gap Information Act & NBI 04

Interpreting The Data 05

Gender Pay Gap Reporting 06

Progress To Date 09

FAQs 12

Appendices 13

Introduction

The National Broadband Plan & National Broadband Ireland

The National Broadband Plan (NBP) is the Irish government's initiative to deliver high speed broadband services to all premises in Ireland. It is the largest ever telecommunications project undertaken by the Irish State and is widely recognised as one of the biggest and most ambitious telecomunications infrastructure construction projects of its kind globally.

Taking on the challenge of delivering the project, National Broadband Ireland (NBI) is deploying fibre on approximately 1.5 million poles, many of them new, and through 15,000km of underground ducts. Construction of the network will utilise 142,000km of new cabling, running along 100,000km of the road network – all to deliver rural Ireland's new fibre infrastructure.

Our promise to rural Ireland is that no-one will get left behind. We believe that better broadband networks promote social progress, equality and sustainability. With equal access to local, national and global opportunity, every person, community and organisation in Ireland will be empowered to achieve more.

NBI is in the final stages of delivering the NBP and is preparing to transition to a new operating model by the end of 2027.

Gender Pay Gap

NBI's core gender pay gap is 12.06% (decreased from 16.03% in 2025). We remain committed to further reducing this gap over time. As NBI transitions to it's new operating model, we expect the gap to reduce further.

Diversity & Inclusion

Building the nation's largest infrastructure project, our diverse team needs the brightest thinkers and doers of today to build a more connected tomorrow.

Therefore, at NBI we have brought together world-class experts in telecommunications with unparalleled experience to take on the most ambitious infrastructure challenge of our time in this country.

In doing so, we firmly believe that diversity and inclusion is a critical component to a thriving organisational culture, as we understand and appreciate that our diverse workforce have different experiences and perspectives.

The NBI team comes from everywhere - from the four provinces (all 32 counties of Ireland) and the four corners of the world (23 nationalities). We consider ourselves as a global team with a local mission: Connecting friends and families, businesses and communities across Ireland with high-speed broadband for generations to come.

> "We consider ourselves as a global team with a local mission"



Daragh O'Mahony

Chief People & Sustainability Officer



The Gender Pay Gap Information Act & NBI

The Gender Pay Gap Information Act 2021 (the Act) requires organisations to report on their hourly gender pay gap across a range of metrics, thus ensuring that any pay disparity between males and females in their workforce is reported.

The Gender Pay Gap reports a gender representation gap and captures whether females are equally represented at different levels across the organisation - it is not an indicator of discrimination or bias.

The Act dictates that companies with more than 50 employees on their snapshot date (30th June 2026) must publish their report in line with the calculation methods detailed in Act; therefore 2024 was the first year that NBI published a Gender Pay report. 2026 is the first year that employers are legally obligated to report their gender pay gap information to the Gender Pay Gap Portal.

It should be noted that while National Broadband Ireland have two employing entities, the focus of this report will be on a consolidated group view.

In the past 2 years, 64 individuals have joined NBI, 39% have been female. Simultaneously, in the past 2 years 98 individuals have left NBI, 71% have been male. This has helped to maintain our female participation in our workforce at 33%.

Closing the gender pay gap is a long-term plan and the report should be used as an opportunity to review what is working, where challenges exist and what actions are needed for change to create a more equitable workplace.



Jenny Fisher
CEO, NBID

Interpreting The Data

Calculating The Mean Gender Pay Gap



=

Adding the total hourly female pay, then dividing by the total number of females, give us the "mean female average pay*".



=

Adding the total hourly male pay, then dividing by the total number of males, give us the "mean male average pay".

Mean female average pay — **Mean male average pay** = The difference between the two figures is the **"mean gender pay gap"** – and for NBI this is reported in Point 1 on the following page.

* "Average pay" includes all elements of pay (salary, bonus, shift, on call payments, BIK, PRP etc.) paid within the twelve-month reporting cycle divided by the number of hours worked.

Calculating The Median Gender Pay Gap



The "median female pay" is the value that splits an ordered list of female pay data values in half – its right in the middle of the data set.



The "median male pay" is the value that splits an ordered list of male pay data values in half – its right in the middle of the data set.

Median female pay — **Median male pay** = The **"median gender pay gap"** is the % difference between the two figures – and is reported in Point 2 on the following page.

Lower pay quartile

Lower middle pay quartile

Upper middle pay quartile

Upper pay quartile

Gender Pay Gap Reporting

NBI's underlying gender pay gap of 12.06% is primarily a representation issue dating back to the formation of the Company in 2020, when a high proportion of males were hired into management positions as the company was scaled from the ground up.

In the last two years, 39% of new hires have been female, which has increased our female participation in the workforce, however, as many of these roles are more junior in nature, this limits our ability to fully close the gender pay gap.

As NBI transitions from the deployment phase to long-term operations, we remain focused on increasing female representation across the organisation and addressing our gender pay gap, building on the current female participation rate of 33%.

1. Mean Gender Pay Gap

12.06%

2. Median Gender Pay Gap

19.67%

3. Mean Bonus Remuneration Gap

9.17%

4. Median Bonus Remuneration Gap

51.13%

5. Mean Hourly Remuneration Gap Part-Time Employees*

3.47%

6. Median Hourly Remuneration Gap Part-Time Employees*

-9.46%

7. Mean Hourly Remuneration Gap Temporary Contract Employees*

46.33%

8. Median Hourly Remuneration Gap Temporary Contract Employees*

54.33%

Notes:

1. Mean Gender Pay Gap: If the average male earns €100, then the average female earns €12.06% less. NBI has been tracking this metric since 2022, and the gap has dropped by 2.77% in that period.

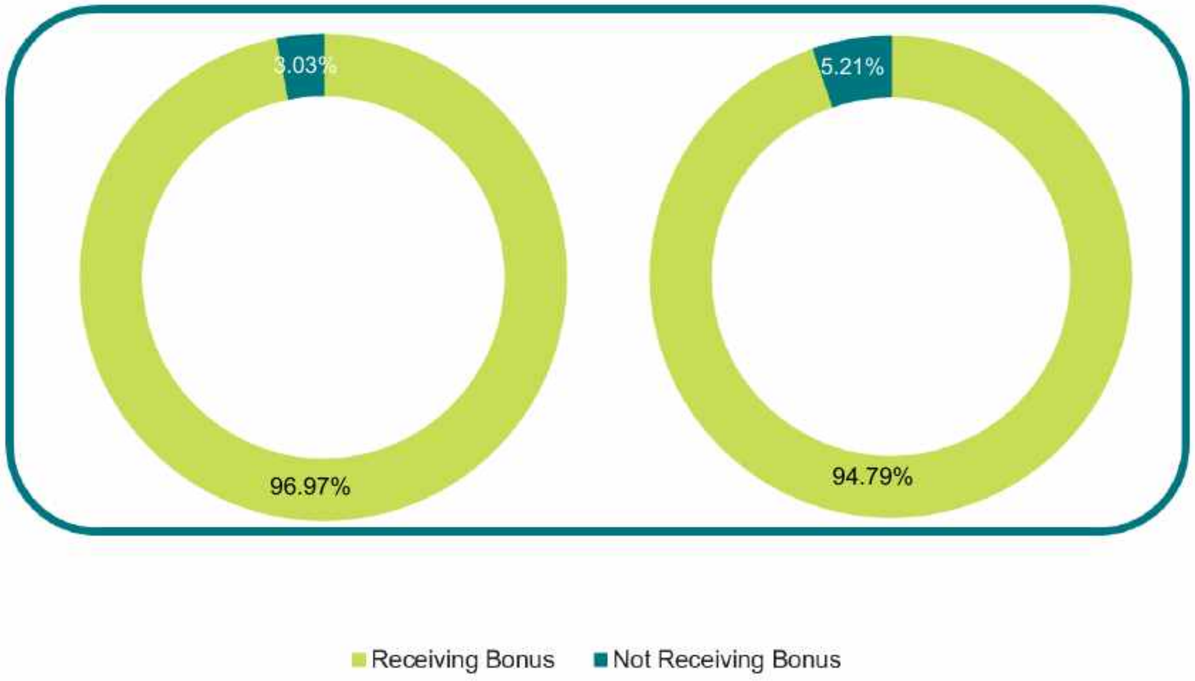
6. Median Hourly Remuneration Gap Part-Time Employees: In this case, part-time females earn more than part-time males.

* Small Data Set

Gender Pay Gap Reporting

9. Proportion Males Receiving Bonus

9. Proportion Females Receiving Bonus



10. Proportion Males Receiving Benefits in Kind

10. Proportion Females Receiving Benefits in Kind



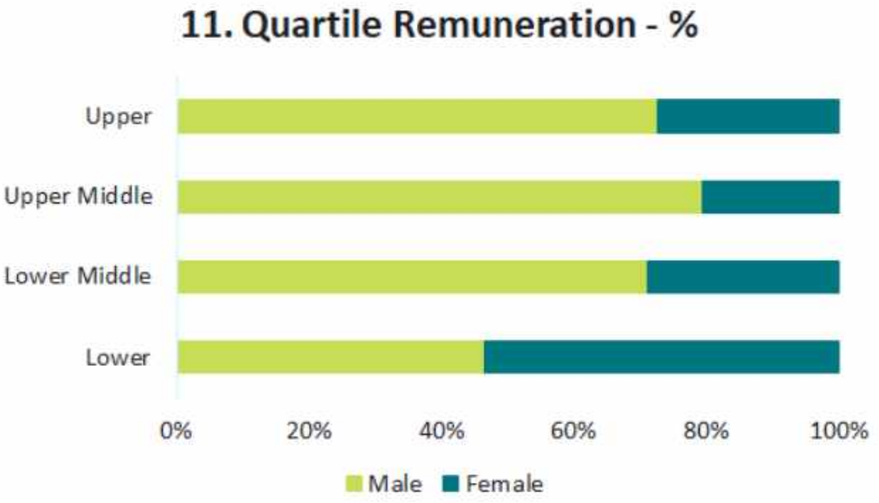
Notes:

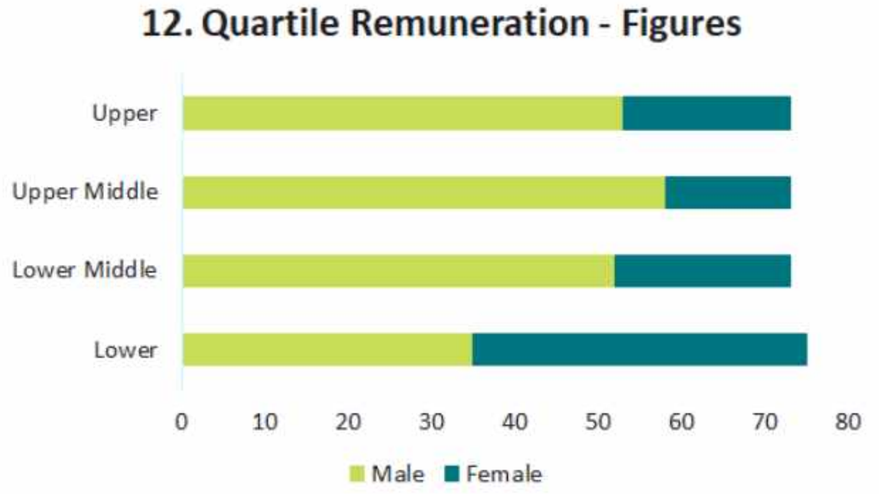
9. Proportion Receiving Bonus: Theoretically, this should be 100%, however, for colleagues who joined from Jan to June 2026, no bonus was paid therefore, the calculation derives an answer less than 100%.

10. Proportion Receiving Benefits In Kind: All employees are eligible for BIK related benefits, such as private medical insurance. Figures below 100% indicate new starters or employees that have opted out of the company private medical insurance scheme.

Gender Pay Gap Reporting

NBI Group Gender Pay Gap Calculations			
11.	Quartile Remuneration - %	2026 % Males	2026 % Females
D	Lower Remuneration Quartile Pay Band	46.67%	53.33%
C	Lower Middle Remuneration Quartile Pay Band	71.23%	28.77%
B	Upper Middle Remuneration Quartile Pay Band	79.45%	20.55%
A	Upper Remuneration Quartile Pay Band	72.60%	27.40%
12.	Quartile Remuneration - Figures	2026 No. of Males	2026 No. of Females
D	Lower Remuneration Quartile Pay Band	35	40
C	Lower Middle Remuneration Quartile Pay Band	52	21
B	Upper Middle Remuneration Quartile Pay Band	58	15
A	Upper Remuneration Quartile Pay Band	53	20





Notes:

This table shows how the pay is distributed across employees in the NBI Group.

NBI has been tracking the data since 2022, and there is a trend for more women in all quartile pay bands, which reflects a higher proportion of women across the wider organisation (up from 25% to 33% in the last 4 years). To note that 39% of new hires in the last 2 years are female.

Newer roles have tended to be more junior in nature which naturally negatively impacts on gender pay.



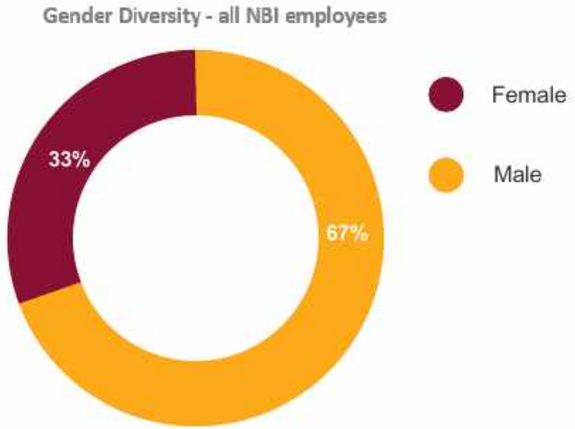
Progress To Date

Gender Diversity

When the organisation was establishing in the period 2020 to 2022, our gender split was 80% (M) : 20% (F).

In the past 2 years, 64 individuals have joined NBI, 39% have been female as we have endeavoured to improve diversity in our team. This has helped to increase our female participation in our workforce up to 33%. Therefore, our gender diversity now stands at 67% (M) : 33% (F).

In line with our membership and commitments to The 30% Club, we set ourselves a target to get our Senior Management Team (SMT) gender diversity up to at least 30%; which we achieved in 2025 and maintained in 2026, with 45% of our SMT being female.



Assessment & Analysis

Conducting Pay Audit: We regularly review and analyse pay data to identify any gender pay disparities.

Benchmarking: We compare our pay with industry standards to ensure competitiveness and fairness.

Accountability

UNSDGs: We are committed to the United Nations' Sustainable Development Goals.

Leadership Commitment: Our Senior management team is committed to and accountable for closing the gender pay gap.

Training & Awareness

Bias Training: We have provided unconscious bias training to leaders and employees, to recognise and mitigate bias in decision making.

Dignity At Work Training: We invest in Dignity at Work Training for all levels within the organisation.

Progress To Date

Recruitment and Promotion

Diverse Hiring Practices: Our recruitment process is inclusive and attracts a diverse pool of candidates.

Promotion Criteria: We have a standardised recruitment and selection process to aid with fairness and transparency. This has enabled us to increase the number of women in upper pay quartiles to 27%.

Monitoring and Reporting

Regular Reporting: We publish regular reports on gender pay gap statistics and progress towards closing the gap.

Feedback Mechanisms: We have a number of channels for employees to provide feedback on pay equity issues.

Return from Maternity Leave

Our maternity returner programme was reviewed and enhanced this year to better support employees transitioning back to work. Enhancements include increased touchpoints before returning, a temporary reduction in office attendance requirements, and a 'Maternity Returner Box', which includes six months of group coaching and other support resources.

Continuous Improvement

Review and Adjust: We regularly review the effectiveness of implemented measures and make necessary adjustments.

Stay Informed: We keep up-to-date with best practices and legal requirements related to pay equity and align our policies to these.

People Development & Career Progression

Equal Opportunities: Equal opportunities remains at the forefront at NBI, and all employees have equal access to internal vacancies and a fair opportunity to apply for a promotion.

LinkedIn Learning: Every employee has LinkedIn Learning which allows them access to over 16,000 industry leading courses that are developed by experts from all over the world.

Further Education: Our Further Education Sponsorship programme provides equal learning opportunities for employees and we continue to sponsor and pay for level 7, 8 and level 9 qualifications for employees.



Progress To Date

Policy Development

Pay Structures: We have a Board approved criteria for salary decisions and performance related pay to remove potential bias from the process.

Preparation for compliance with the EU Pay Transparency directive is underway.

Family Friendly Policies: We have a number of family friendly policies such as company days and family leave options.

Hybrid Working: Our Senior Management team advocate a hybrid working environment to support employee welfare and aid working parents.

Industry Participation

WIN: The Women's Infrastructure Network (WIN) is a female-led, inclusive global network operating in Canada, the USA, New Zealand, Australia, the UK and now Ireland – with NBI supporting its establishment.

Women in Tech: Women in Tech Ireland is a dynamic and inclusive community dedicated to fostering empowerment, diversity, and innovation within the technology sector.



Tara Collins

Chief Marketing Officer, NBI

FAQs

What is the Gender Pay Gap?

The Gender Pay Gap shows the difference in the average hourly pay of men and women across the workforce.

It compares the pay of all men and all women - regardless of job role, seniority, qualifications or experience.

In line with the legislation, “Average hourly pay” includes all elements of pay (salary, bonus, shift, on call payments, BIK, PRP etc.) paid within the twelve-month reporting cycle divided by the number of hours worked.

When will NBII / NBID be required to publish a Gender Pay Gap Report?

Due to the scale of the rollout, NBI is broken up into two smaller companies, each of which manages a different part of the roll out.

NBI Infrastructure (NBII), which is the party to the NBP Project Agreement with the Irish Government, and is therefore the entity primarily responsible for the overall NBP.

NBI Deployment (NBID), which is the party to a subcontract with NBI Infrastructure under which it is responsible for the design and build of the national broadband network.

NBII and NBID are required to publish their own reports to comply with legislation as headcount for each company was above 50 on the snapshot date in 2026.

In 2026 NBII had 176 employees while NBID had 118 employees on the snapshot date of 30th June.

How is it Different to Equal Pay?

Equal pay deals with differences between people in a workforce who carry out equal work. Effectively, it regards equal pay for equal work.

Individuals can earn different amounts for the same work once there is a legitimate justification for the difference (e.g. length of service, experience, qualifications).

The Employment Equality Acts 1998 to 2015 legislation prohibits discrimination in relation to equal pay for equal work.

Appendices

Gender Pay Gap Reporting NBI Infrastructure Only

NBII Gender Pay Gap Calculations		2026 NBII % Gap
1	Mean Gender Pay Gap	12.49%
2	Median Gender Pay Gap	19.84%
3	Mean Bonus Remuneration Gap	19.82%
4	Median Bonus Remuneration Gap	48.80%
5	Mean Hourly Remuneration Gap Part-Time Employees	8.87%
6	Median Hourly Remuneration Gap Part-Time Employees	-4.00%
7	Mean Hourly Remuneration Gap Temporary Contract Employees	49.12%
8	Median Hourly Remuneration Gap Temporary Contract Employees	59.81%
9	Proportion Receiving Bonus	
	Male	95.00%
	Female	92.86%
10	Proportion Receiving Benefits In Kind	
	Male	94.17%
	Female	82.14%

NBII Group Gender Pay Gap Calculations			
11.	Quartile Remuneration - %	2026 % Males	2026 % Females
D	Lower Remuneration Quartile Pay Band	53.33%	46.67%
C	Lower Middle Remuneration Quartile Pay Band	70.45%	29.55%
B	Upper Middle Remuneration Quartile Pay Band	81.40%	18.60%
A	Upper Remuneration Quartile Pay Band	68.18%	31.82%
12.	Quartile Remuneration - Figures	2026 No. of Males	2026 No. of Females
D	Lower Remuneration Quartile Pay Band	24	21
C	Lower Middle Remuneration Quartile Pay Band	31	13
B	Upper Middle Remuneration Quartile Pay Band	35	8
A	Upper Remuneration Quartile Pay Band	30	14

It should be noted that while National Broadband Ireland have two employing entities, the focus of this report has been be on a consolidated group view.

The detail presented on this page summarises the gender pay calculations for NBI Infrastructure (NBII).

Appendices

Gender Pay Gap Reporting NBI Deployment Only

	NBID Gender Pay Gap Calculations	2026 NBID % Gap
1	Mean Gender Pay Gap	11.39%
2	Median Gender Pay Gap	19.37%
3	Mean Bonus Remuneration Gap	-9.33%
4	Median Bonus Remuneration Gap	52.15%
5	Mean Hourly Remuneration Gap Part-Time Employees	24.80%
6	Median Hourly Remuneration Gap Part-Time Employees	24.80%
7	Mean Hourly Remuneration Gap Temporary Contract Employees	0.00%
8	Median Hourly Remuneration Gap Temporary Contract Employees	0.00%
9	Proportion Receiving Bonus	
	Male	100.00%
	Female	97.50%
10	Proportion Receiving Benefits In Kind	
	Male	97.44%
	Female	95.00%

NBID Group Gender Pay Gap Calculations			
11.	Quartile Remuneration - %	2026 % Males	2026 % Females
D	Lower Remuneration Quartile Pay Band	36.67%	63.33%
C	Lower Middle Remuneration Quartile Pay Band	79.31%	20.69%
B	Upper Middle Remuneration Quartile Pay Band	75.86%	24.14%
A	Upper Remuneration Quartile Pay Band	73.33%	26.67%
12.	Quartile Remuneration - Figures	2026 No. of Males	2026 No. of Females
D	Lower Remuneration Quartile Pay Band	11	19
C	Lower Middle Remuneration Quartile Pay Band	23	6
B	Upper Middle Remuneration Quartile Pay Band	22	7
A	Upper Remuneration Quartile Pay Band	22	8

It should be noted that while National Broadband Ireland have two employing entities, the focus of this report has been be on a consolidated group view.

The detail presented on this page summarises the gender pay calculations for NBI Deployment (NBID).



Rialtas na hÉireann
Government of Ireland

Tionscadal Éireann
Project Ireland
2040