

FIRE1 Gender Pay Gap Report 2025

Introduction

From 2025 onward, gender pay gap reporting is mandatory in Ireland for organisations with 50 or more employees. With 64 Ireland-based employees during the June reporting snapshot, this is FIRE1's first year completing the statutory gender pay gap analysis. This report reflects data for employees on the Irish payroll only and does not include colleagues based in the United States.

Understanding the Gender Pay Gap

The gender pay gap does not indicate discrimination or unequal pay for equal work. Rather, it reflects differences in gender representation across roles and levels within an organisation. Where women are more highly represented in lower-paid roles, or underrepresented in senior positions, a wider gender pay gap typically emerges.

As with many organisations, and particularly within industries that have traditionally attracted more male participation, a lower proportion of women in senior and technical positions is a key factor influencing our gender pay gap.

Workforce Composition

At the time of reporting, FIRE1's Irish workforce comprised 36 male employees (57%) and 28 female employees (43%). Our Senior Leadership Team consisted of 8 men and 5 women, representing 38% female participation at senior level.

The Difference Between Pay Equity and the Gender Pay Gap

Pay equity means that individuals are paid fairly and equally for the same or comparable work, regardless of gender. The gender pay gap, however, reflects the overall difference in average earnings between men and women across an organisation, driven mainly by differences in representation at various levels or roles. This means a gender pay gap can exist even when pay equity is maintained, particularly if one gender is underrepresented in higher-paying positions.

How is the Gender Pay Gap calculated?

The gender pay gap is calculated using the total remuneration of all employees who were employed on our snapshot date of 25th June 2025. Their actual earnings and bonus payments from the previous 12 months are calculated into a total remuneration figure. From this figure, factored against their actual hours worked during the period, an average hourly rate is defined. The mean and median pay gap figures shown below are comparisons

across the hourly rates of all male employees, compared with the hourly rates of all female employees, displayed as a percentage. The higher the percentage, the larger the gap between the male and female employees' average hourly rate.

2025 FIRE1 Analysis

The below figures represent the legally required metrics for gender pay gap reporting in Ireland. This covers:

- Mean and median pay gap in hourly remuneration for:
 - All employees
 - part-time employees
 - Temporary employees
- Mean and median pay gap in actual bonus remuneration during the reporting period.
- Percentage of male and female employees who received a bonus during the reporting period.
- Percentage of male and female employees who received benefits-in-kind during the reporting period.
- Percentage of male and female employees in each of the four equal pay quartiles (lower, lower-middle, upper-middle, and upper).
- Narrative explanation: A written explanation must be included to provide context for the figures, outline the reasons for any gaps, and detail the measures the organization is taking to address them.

Mean & Median Pay Gaps

The percentage figures below represent the difference between the average salaries of all employees across the organisation, from the highest to the lowest earners, without adjusting for role or level. The results are influenced by the composition of our senior leadership, where a higher proportion of roles are held by men.

Metric	Mean Gap	Median Gap	Notes
Average Pay	31%	26%	C-Suite and senior team gender balance drives this gap.
Temporary Employees	30%	25%	The female temporary employees during the reporting period were all interns, whereas male temporary employees included individuals in engineering roles. This difference in role type contributes to the observed pay gap within the temporary employee category.
Part-Time Employees	n/a	n/a	Only female part-time employees at the time of reporting.
Bonus Pay	48%	24%	C-Suite and senior team gender balance drives this gap, alongside hiring timing (see below).

When pay is examined by organisational level, the gender pay gap narrows significantly. Within the Senior Leadership Team, excluding the CEO, the gap reduces to 13%. Among managers and all levels below, the overall gap stands at 17%. Several levels show no gender pay gap, and some reflect a slight gap in favour of women. We will continue to undertake more granular analysis to identify any specific areas that may require focused action.

Bonus & Benefit in Kind Payments

At FIRE1, all employees, regardless of contract type or working hours, have equal access to our full suite of benefits. This policy supports our commitment to equity and fairness.

The bonus payments noted below are entirely due to hiring timing, as all FIRE1 employees are eligible for the company's discretionary bonus scheme. Those employees who did not receive a bonus payment during the reporting period were all recent hires, starting either after the bonus payment date, or after the eligibility cut-off date.

Bonus & BIK	% of Male employees who received bonus/BIK	% of Female employees who received bonus/BIK
Bonus paid	81%	75%
Benefit in kind paid	72%	68%

Benefit in kind (BIK) refers to benefits on which tax is payable by the employee, which at FIRE1 only includes health insurance. These results are based on personal benefit choices.

Pay Scale Quartiles

This section reports on the gender balance between male and female employees at the upper, middle and lower ends of the pay scale. For reference, the overall company gender ratio at the time of reporting was 43% female and 57% male.

Quartile	% Female representation
Upper	25%
Upper-middle	44%
Lower-middle	44%
Lower	63%

Narrative & Actions

FIRE1 is fully committed to fostering a non-discriminatory, inclusive culture where every individual is valued and supported, regardless of gender, background, or any other factor. We are committed to maintaining a fair and equitable workplace in which all employees have access to the same opportunities for development, progression, and reward. We want to be clear that FIRE1 does not tolerate discrimination of any kind.

Our 2025 gender pay gap results reflect differences in gender representation across the organisation rather than unequal pay for equal work. All employees are eligible for the same bonus schemes and benefits; variations in uptake or timing are due solely to start dates or personal benefit selections.

Understanding Our 2025 Results

- Our overall mean gender pay gap is 31% and the median is 26%, primarily influenced by a higher proportion of men in senior leadership positions.
- When analysed by organisational level (excluding the CEO), gaps are significantly smaller, with several levels showing no gender pay gap or a slight gap in favour of women.
- Our pay quartiles indicate strong female representation at early and mid-career stages, with lower representation at senior levels.
- Temporary employee data was influenced by the fact that all temporary female staff during the reporting period were interns, while male temporary employees included technical roles.
- These patterns are consistent with broader trends in the med-tech industry, which has historically been male dominated and where women remain underrepresented in advanced technical and senior leadership roles.

Our Commitment and Planned Actions

To support progress, we will continue examining our data in greater depth and exploring targeted actions, including:

- Conducting detailed analysis of pay gaps across organisational levels to identify where disparities exist and where focused action may be needed.
- Carrying out annual compensation external benchmarking to ensure pay fairness relative to peers, experience, and market rates, and adjusting where appropriate.
- Evaluating enhancements to flexible working arrangements and parental leave supports to strengthen work life balance for all employees.
- Improving transparency in promotion criteria and career development pathways, ensuring employees have clear visibility of internal opportunities.
- Exploring mentorship programmes for both technical and leadership career tracks to broaden advancement pathways.
- Working toward gender balanced recruitment shortlists, especially for technical and senior roles, and ensuring all hiring processes remain fair, inclusive, and accessible.

FIRE1 remains committed to continuous improvement and to creating an environment where every employee can thrive. Our gender pay gap reporting is an important step in holding ourselves accountable and advancing our long-term diversity, equity, and inclusion goals.