



Gender Pay Gap Report 2025

Welcome to the Grant Thornton 2025 Gender Pay Gap Report.

The firm employs approximately 2,500 employees in 8 offices across the Republic of Ireland, Belfast, Isle of Man, Gibraltar and Bermuda. In January 2025 the firm completed a transformational deal with Grant Thornton US, creating a multinational, multidisciplinary platform. Our new platform now includes almost 20,000 professionals with a united transatlantic advisory and tax platform, as well as independent audit practices.

This year our mean gender pay gap has increased to 4.67%. This change is primarily due to a structural adjustment in how we classify our workforce following our integration with Grant Thornton US, with partners now being considered employees. This transition impacts our overall gender pay gap calculations however our commitment to fostering an inclusive and gender balanced workplace remains unchanged.





I'm pleased to share our latest gender pay gap report. While the gap has widened this year due to the inclusion of our Partner group within employee figures, this reflects a structural change rather than a shift in our priorities. We remain fully committed to achieving our gender targets and continue to make meaningful progress toward building a more inclusive, equitable workplace.

The firm remains focused on embedding Diversity, Equity & Inclusion into the very fabric of our organisation—not as a standalone initiative, but as a principle that informs every decision and underpins our strategic priorities. This is demonstrated by our firm winning the Best Diversity, Equity & Inclusion Programme award at this year's Grant Thornton International Go Beyond Awards. The award recognised our EMBRACE programme as a 'blueprint for excellence' and showcased how DE&I is deeply embedded into the culture of our firm.

Achieving gender balance in leadership isn't just the right thing to do - it's a business imperative. Gender-balanced leadership correlates with stronger financial performance and better decision-making. We all have a responsibility to ensure we prioritise gender parity and continue to make real, lasting change.

We're proud of the progress we've made to date and we remain committed to learning, improving, and doing more as we move forward as a new, stronger firm.

Steve Tennant
Managing Partner
Grant Thornton Ireland



As Executive Sponsor of the Grant Thornton Ireland Gender Business Resource Group (BRG), I am proud to champion our commitment to gender equality across the firm. Our gender pay gap report is both a reflection of the progress being made to date but also a call to action. The gap has widened this year, however this is primarily as a result of the inclusion of partners within the employee group. While we continue to make meaningful progress in improving female representation at this level, and all levels, it is clear that we have work to do.

In Grant Thornton we are committed to building a truly equitable, diverse and inclusive workplace where everyone can thrive. Our efforts have focused on strengthening the pipeline of female talent, particularly at mid-management and senior leadership levels, and on embedding equity, diversity, and inclusion into every aspect of our culture and operations. We are encouraged by the progress we have made, including increasing female representation within our Partner group to 35%. These milestones are the result of targeted initiatives, transparent policies, and the collective dedication of our people.

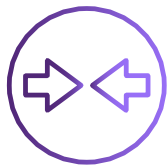
However, we recognise that the journey towards gender equity is ongoing. The gender pay gap is a complex issue, shaped by representation across roles, career progression opportunities, and broader societal factors. At Grant Thornton, we remain steadfast in our commitment to transparency, accountability, and continuous improvement. We are not only measuring and reporting our progress—we are acting on it, with clear targets and a robust gender action plan to guide our way forward.

As we look ahead, our focus remains on fostering an environment where all colleagues—regardless of gender—have equal opportunities to succeed.

Ann-Marie Costello

Ann-Marie Costello
Partner – Deal Advisory & Executive Sponsor Gender BRG
Grant Thornton Ireland

2025 numbers at a glance



4.67%

Mean Gender
Pay Gap



-1.14%

Median Gender
Pay Gap



-8.47%

Mean Bonus Gap



7.5%

Median Bonus Gap

Understanding the Gender Pay Gap

It is important to note that the gender pay gap and equal pay are two separate measures. The gender pay gap is the difference in the average hourly pay of women compared to men, such that it captures whether women are represented evenly across an organisation. For example, if there is a greater proportion of males than females in senior level positions, the gender pay gap is typically greater. Where a percentage difference is shown, a positive value means a percentage difference in favour of males and a negative value means a percentage difference in favour of females

Equal pay refers to the pay difference between men and women who carry out the same job or perform work of equal value.

We have chosen a snapshot date of 30th June 2025.

Grant Thornton Ireland's Gender Pay Gap 2025

The Mean

The difference between women's mean hourly wage and men's mean hourly wage. It is the average hourly wage across the entire firm.

The Median

The difference between women's median hourly wage and men's median hourly wage. It is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

Mean and Median Pay Gap

Our mean gender pay gap in the firm has increased from 1.58% in 2024 to 4.67% in 2025. Our analysis shows that the gap is largely driven by the inclusion of our partner group within employee numbers for 2025. The gender pay gap at partner level reflects a combination of factors, including historical differences in seniority, tenure, and representation at this level.

Our median gender pay gap now stands at -1.14%, decreasing from -0.68% in 2024. The median reduces the impact of extreme values, such as those introduced by the inclusion of partner data.

Bonus Gap

Our mean bonus gap has decreased to -8.47% in 2025. The bonus gap this year reflects the impact of exceptional performance-related awards, which can create variations in overall figures.

Our median bonus gap has increased from 1.15% in 2024 to 7.5% in 2025.

This year's bonus figures reflect a significant increase in the number of employees receiving a bonus payment compared to previous years, as we recognise and reward our employees in what was a transformational year for the firm.

Proportion of males / females that received a bonus payment

% Proportion of Males that received a Bonus Payment	84%
% Proportion of Females that received a Bonus Payment	91%

Part-time

For our part-time employees, the mean gender pay gap is -142.62% and the median is -129.58%. This continues the trend from 2024 and reflects attrition of males at senior levels. A small percentage of employees working in part-time roles means turnover variances in the gender pay gap in this category can be quite pronounced. There are also considerably fewer males than females working in part-time roles within the firm.

Benefit-in-kind

The gender pay gap reporting obligations relate to the percentage of males and females who receive a benefit-in-kind. All employees are included in our death in service benefit. This along with a wide array of other benefits means that there is an equal portion of male and female employees in receipt of a benefit in kind.

Temporary Contracts

Our mean gender pay gap is 2.49% and our median is -0.25% for our temporary contracts.

We have 2,196 employees whom we are reporting data for, of which 50.4% are Male and 49.6% are Female.

Our analysis shows gender representation is broadly balanced across the firm, with a slight female majority in the middle quartiles and near parity at the upper level, even with the inclusion of partner numbers in this year’s quartiles. This distribution reflects progress toward a more balanced workforce, though we recognize there is still work to do to maintain and strengthen gender balance and equity at all levels

Quartiles

Upper:	51.5% Male and 48.5% Female
Middle Upper:	48.5% Male and 51.5% Female
Middle Lower:	47.9% Male and 52.1% Female
Lower:	53.7% Male and 46.3% Female

Our progress to date

Equity, Diversity and Inclusion at Grant Thornton

Our dedicated ED&I programme, EMBRACE, brings together over 120 active members across five Business Resource Groups;

- Gender Equality;
- Ethnicity and Culture;
- Ability;
- Family;
- LGBTQIA+.

Our investment into ED&I is further championed by our ED&I Steering Committee, featuring eight senior leaders and a collective and coordinated approach across our People and Culture and Sustainability teams, who collaboratively work together to drive the delivery of our ED&I strategy;

- 1 To create a firm of equitable inclusion
- 2 To ensure zero tolerance of discrimination
- 3 To promote deliberate progression of diverse talent
- 4 To support the integral, transparent role of our senior leaders to champion ED&I
- 5 To advance sustainability through strategic integration of ED&I best practices.

Female Talent and Development Initiatives

Our Aspire and Accelerate programmes remain central to our commitment to supporting women's progression into senior leadership roles within the firm.

In 2024, our ED&I team introduced an Unconscious Bias training programme for all employees. This training addresses gender bias and the challenges of achieving gender balance in the workplace, and, as of 2025, continues to be required for both new and existing employees.

External Partnerships

Through our Gender Equality Business Resource Group, we are proud to be affiliated with leading organisations championing gender equality in Ireland, including the Professional Women's Network, the 30%+ Club, the Lean In Network, 100 Women in Finance, Men's Aid Ireland, Women's Aid, WorkEqual, and Riley.



Our progress to date

Riley

At Grant Thornton, our commitment to gender equality is demonstrated through tangible action, not just words. For the past three years, we have been delighted to partner with Riley to ensure free menstrual products are available to all staff. We see this not as an added benefit, but as a fundamental necessity that supports the wellbeing of our people.

In 2025, we worked with Riley to produce a case study evaluating the impact of this partnership. We invited our employees to share their experiences, and the feedback was overwhelmingly positive. Looking ahead, we will continue to work closely with Riley to further enhance our workplace environment, ensuring all staff feel included, respected, and supported.

WorkEqual

2025 has seen the continuation of our partnership with WorkEqual in facilitating a clothing donation drive in our offices on the island of Ireland. WorkEqual help people (re) entering the workplace and provide job seekers with essential items of clothing for the first few weeks of work, eliminating what can often be a challenge for people looking to re-enter the workforce.

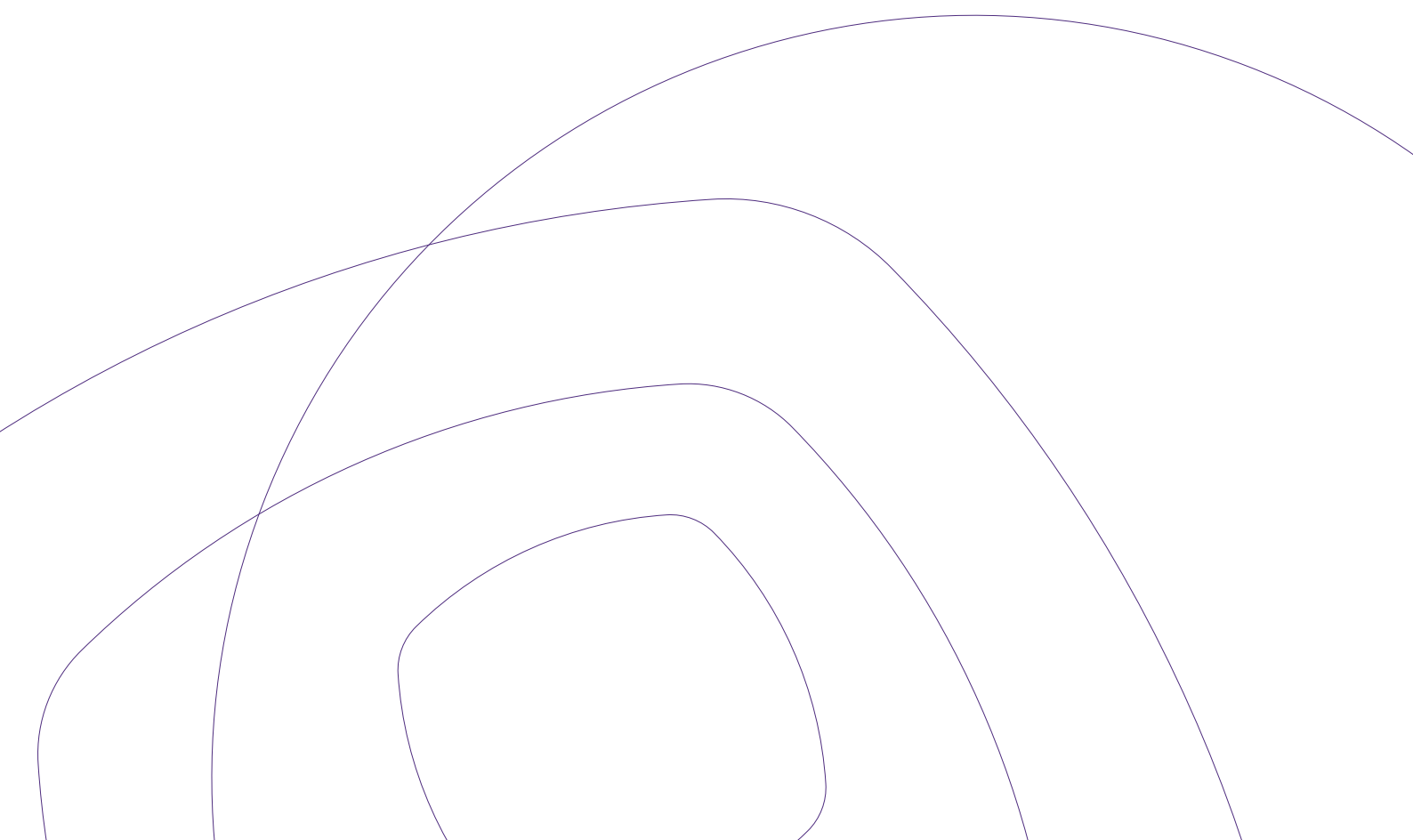
Elevate Pledge

Business in the Community's Elevate Pledge supports businesses to build more inclusive workplaces. As a signatory of the Elevate Pledge, we remain committed to developing tangible actions that support the recruitment or retention of diverse talent and to report the progress of these actions.

Irish Centre for Diversity

We are proud to be a member of the Irish Centre for Diversity, having achieved the Investors in Diversity Gold accreditation. This accreditation is the highest standard for equity, diversity and inclusion in Ireland and the only recognised ED&I mark for businesses nationwide. Achieving Gold required meeting rigorous best practice criteria and demonstrating a deeply embedded culture of inclusion across our organisation.

In 2024, the Irish Centre for Diversity published its national Inclusion Score Report, based on data from both private and public sector organisations. Grant Thornton was awarded an Inclusion Score of 80.8%, placing us above the national benchmark and positioning us as the leading professional services firm in Ireland. Building on this achievement, we are now actively working towards recertification in 2025, reaffirming our commitment to creating a workplace where everyone feels valued and respected.





Grant Thornton

grantthornton.ie

© 2025 Grant Thornton Ireland and Grant Thornton Corporate Finance Limited (and their respective subsidiary/affiliate entities). All rights reserved. Grant Thornton Ireland is authorised by Chartered Accountants Ireland (CAI) to carry on investment business.