

Introduction

At the AA we are committed to hiring, promoting and enabling an inclusive and diverse workforce. We see the value that diversity of thought brings to our business, our customers and to each other. We are continuously seeking ways to promote equal opportunities through development initiatives and colleague progression, based on merit and regardless of gender or background.

As a proud and dedicated equal opportunity employer, AA Ireland fully supports raising awareness on gender pay and taking action to minimise these where gaps exist. We are sharing this gender pay gap report with you for the fourth year running as well as our commitments to reduce any gender pay gaps in the future.

Tom McIllduff
Chief Executive Officer



Pay Gap

Our gender pay gap results show that a **mean gender pay gap of 18% and a median pay gap of 24.3% exist**. There are three key drivers for this gap:

- Roadside & SMR areas of our business have grown (our Patrol Force & SMR Technicians) where there is a significantly lower representation of females, consistent with the current mechanics industry in Ireland. These roles operate on a 24/7 schedule 365 days a year and therefore the pay structure includes premium and other allowances to reflect these work hours which is not typical in other departments of our business.
- A higher percentage of male representation in our mid-management & Exec roles.
- A slightly higher concentrations of females in more junior roles in our Contact Centre.

Our current gender pay gap remains above the national mean pay gap of 9.6%¹ according to CSO in 2024.

Bonus Gap

Our mean and median bonus pay gaps are **9.8%** and **20.8%**, respectively. The proportion of men and women receiving a bonus is broadly similar, reflecting our commitment to meritocracy and fairness in reward practices.

Our findings show that the primary factors driving the bonus pay gap include the broad definition of bonus payments, which encompasses all performance-based incentives, and changes in gender representation at executive and senior management levels.

Additionally, mechanic roles are now given the opportunity to earn an annual performance bonus as part of their role. With a higher representation of males in our Roadside population, and in our mid-management/Exec levels, and a higher female representation in our junior Contact Centre roles where a different bonus structure applies, these factors have contributed to a larger overall bonus gap.

AA GENDER PAY GAP (ALL)

MEAN**18%****MEDIAN****24.3%**

About the AA

Well-known for our AA membership and roadside rescue, our trained mechanics in the AA Patrols work 24/7, 365 days a year fixing breakdowns on the road. In addition to our expertise on Irish roads we are also one of the country's leading insurance providers with broad customer base across Ireland.

Given the nature of our business operating in both the automotive and insurance industries, we have different gender demographics in both parts of our business, our roadside and our insurance contact centre.

At the snapshot date, our split of men and women in the business was **69% men** and **31% women**. Where our roadside part of the business is excluded (as it is predominantly men), we have a greater balance of men and women in the business at **49%** and **51%**, respectively.

Our gender representation at senior executive leadership level in the company is 70/30 as of the snapshot date, similar to 2024. We are actively working to improve representation across other levels of the organisation.

Gender Representation (All)



When we look at this in more detail, our gender split by team varies driven largely by a low female participation in motor mechanic roles across the industry. Our gender splits by team are;

	Male	Female
Roadside	99%	1%
Contact centre	45%	55%
Central and other functions	62%	38%

Our Commitments

Targets & Measurement

We have set ongoing targets to ensure we meet agreed gender balance levels in senior and mid management levels across the organisation. We will continue to take action and measure progress against these targets in 2026.

Policy Reviews

We are actively reviewing our people related policies and procedures to benchmark against market best practices and ensure we continue to offer progressive thinking and practices for all employees. We will also review how we are promoting talent along with our recruitment & selection practices ensuring that our hiring managers are trained and aware of gender bias.

Mentoring & Development

We are committed to increasing female representation at all levels across the organisation through progression, mentoring and supporting female talent. Since 2022 we have celebrated International Women's Day and have invested in development programmes and support across the organisation.

Talent Pipelines

We have recruited our first female mechanics in 2025 and plan to increase female representation in these roles as our business continues to grow while working with market constraints.

We will increase the focus on gender gaps when considering talent pipelines and talent planning to ensure we are hiring the right mix at all levels across the company.

Some Additional Detail

The below information sets out the gender pay gap information across a range of measures as required by the Gender Pay Gap Information Act 2021. The data outlined below captures information for the twelve months to 30 June 2025.

Pay measures

The gender pay gap measures the difference between men and women's total hourly pay regardless of their role or level of work within the business. It is measured at both the mean (average) and median (middle point) across all contract types combined and also shown separately for part time and temporary contract types.

Total Pay Measure	Mean	Median
Hourly Pay Gap (All)	18%	24.3%
Hourly Pay Gap (Part Time)	-13.2%	38.8%
Hourly Pay Gap (Temporary Contract)	-1.3%	-1.3%

Bonus Measure	Mean	Median
Bonus Gap (All)	9.8%	20.8%

Bonus & BIK Measure	Male	Female
Percentage of employees by gender to receive a bonus	82.4%	80.2%
Percentage of employees by gender to receive a BIK	20.7%	19.8%

Bonus & BIK measures

The gender bonus gap measures the difference between men and women's total bonus payments at the mean (average). This is driven by the different structures which exist for different role types in the company and the prevalence of men or women in those roles.

We also show the percentage of employees receiving a bonus and benefit in kind (BIK) by gender;

- Albeit we have a bonus gap, a similar proportion of men and women received bonus payments during the period.
- In addition, a similar proportion of men and women are in receipt of benefit in kind (BIK) during the period. The difference relates to a larger proportion of men eligible for company vehicles as part of their role in the Roadside part of the business.

Pay quartiles

We are also required to show the gender pay split within our pay quartiles. This is done by splitting all colleagues into four equal quarters based on ranking them low to high by average total hourly rate of pay. We then show the percentage distribution by gender within each quartile.

