AIRNAV IRELAND

Gender Pay Gap Report 2026

Snapshot date: 18 June 2026

Reporting period: 19 June 2025 to 18 June 2026



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Foreword

AirNav Ireland is committed to providing a fair, inclusive and supportive workplace in which employees have equal opportunities to develop and progress.

The 2026 Gender Pay Gap Report shows a median gender pay gap of 30% and a mean gender pay gap of 15%. These measures compare the hourly remuneration of all male and female employees across the organisation. They reflect the overall distribution of men and women throughout the workforce and should not be interpreted as a comparison of pay between men and women performing the same work.

The results show that there remains more to do to improve gender representation across AirNav Ireland, particularly in higher-paid operational, technical and senior roles. This remains an important priority under AirNav Ireland's HR Strategy, which specifically commits the organisation to increasing female participation in front-line operational grades and reducing the gender pay gap.



Our 2026 Gender Pay Gap

For the reporting period 19 June 2025 to 18 June 2026:

Statutory gender pay gap metrics for 2026	
Statutory measure	**2026 result**
Mean hourly gender pay gap — all relevant employees	**15%**
Median hourly gender pay gap — all relevant employees	**30%**
Mean hourly gender pay gap — part-time employees	**-28%**
Median hourly gender pay gap — part-time employees	**-39%**
Mean hourly gender pay gap — temporary-contract employees	**67%**
Median hourly gender pay gap — temporary-contract employees	**73%**
Mean bonus gender pay gap	**N/A**
Median bonus gender pay gap	**N/A**
Employees receiving bonus remuneration	**N/A**
Employees receiving benefits in kind	**Male: 0.4%; Female: 0.0%**

Note: no bonus renumeration was paid to any relevant employee during the reporting period

Year-on-year movement in the headline gender pay gap			
Measure	**2025**	**2026**	**Movement**
Mean gender pay gap	**14%**	**15%**	**+1 percentage point**
Median gender pay gap	**24%**	**30%**	**+6 percentage points**

The increase needs to be considered in the context of significant changes in workforce composition during the year.

Analysis of employees present in both the 2025 and 2026 datasets (the “matched employee cohort”) provides an important additional perspective. Among the matched employee cohort, both the median and mean gaps narrowed. Female matched employees also experienced a higher median increase in hourly pay than male matched employees.

This indicates that the deterioration in the overall statutory measure was not replicated among the matched employee cohort.

What Is Driving the Gap?

Workforce Composition

The principal underlying issue continues to be the distribution of men and women across AirNav Ireland's workforce and pay levels.

This is not a new feature of the workforce. Previous reporting identified a predominantly male workforce, with the gender pay gap largely attributable to the distribution of men and women across different positions, particularly operational roles. The 2025 Annual Report recorded the workforce as 74% male and 26% female.

The 2026 data continues to demonstrate this structural effect. Women represent 19% of employees in the upper pay quartile, compared with 38% of the lower pay quartile.

Representation by remuneration quartile		
Remuneration quartile	**Male**	**Female**
Lower	61%	39%
Lower-middle	**72%**	28%
Upper-middle	**77%**	23%
Upper	81%	19%

The comparatively low representation of women at the upper end of the pay distribution therefore continues to have an effect on both the mean and median gender pay gap.

Recruitment and New Entrants

Recruitment during the reference period also influenced the 2026 gender pay gap.

Of the 101 new entrants, 64 were men and 37 were women. Although more men than women joined, the female new entrants made up a larger share of the existing female workforce: about 1 in 6 women in the 2026 workforce was a new entrant, compared with about 1 in 9 men.

This had a particular impact on the median gender pay gap because many of the female new entrants joined at lower points on the relevant pay scales. As a result, the median hourly rate for women fell, while the median hourly rate for men increased, widening the headline median gap.

This short-term effect needs to be viewed in the context of AirNav Ireland's longer-term strategy. Increasing female participation in careers where women have historically been under-represented may initially increase the number of women at entry-level pay points. Previous AirNav Ireland gender pay gap analysis recognised that greater female recruitment into entry-level air traffic control and engineering roles could therefore temporarily widen the reported gap, even while improving female representation over time.

The increase in the headline gap should therefore not, on its own, be taken to mean that progress on female representation or career development has reversed.

Progress Within the Matched Employee Cohort

The experience of the matched employee cohort provides useful additional insight alongside the statutory measure.

For the matched employee cohort, the gender pay gap narrowed between 2025 and 2026. Female matched employees also recorded a higher median hourly-pay increase than male matched employees.

While the statutory gender pay gap remains the primary measure, this like-for-like analysis helps distinguish changes within the matched employee cohort from the impact of employees joining and leaving the organisation.

Actions to Address the Gender Pay Gap

The nature of the pay gap means that sustainable improvement requires action in two related areas:

1. **Increasing female participation in operational, technical and other higher-paid career pathways; and**
2. **Supporting the development and progression of women already within the organisation.**

During the June 2025 to June 2026 reference period, AirNav Ireland continued a number of initiatives in support of these objectives.

Developing Female Leadership

AirNav Ireland continued its Women in Leadership programme, which is designed to support the development of a stronger pipeline of women for more senior positions.

By the end of 2025, 32 female employees had completed the programme since its introduction. A further four completed it in the first half of 2026, with four more due to begin in the second half of the year. AirNav Ireland will continue the programme in 2027.

Increasing female representation in management and leadership remains important given the effect that representation towards the upper end of the pay distribution has on the organisation's overall gender pay gap.



Attracting Women to Operational and Technical Careers

AirNav Ireland continued initiatives intended to encourage greater female participation in careers where women have historically been under-represented.

Activities identified during this period included:

- engagement with schools and universities;
- participation by AirNav Ireland employees in initiatives promoting aviation careers;
- promotion of air traffic control and engineering careers to female students;
- attendance at university career fairs; and
- internship opportunities.

These activities are aimed at widening the future pipeline of applicants for operational and technical careers. This approach directly supports the HR Strategy commitment to increase female participation in front-line operational grades.

Women's Network

The AirNav Ireland Women's Network continued to support female employees through networking, mentoring, visibility and career-development activity during the reference period.

The Network was active during 2026, including an International Women's Day event in March 2026.

By May 2026, there were 72 members of the Women's Network, against a total female workforce of 198 within AirNav Ireland.

The Network complements the organisation's wider objective of creating greater visibility for female careers and progression across AirNav Ireland.

Organisational Commitment

Addressing gender representation is embedded in AirNav Ireland's wider people strategy rather than being treated solely as a gender-pay reporting exercise.

The HR Strategy includes explicit commitments to increase female participation in front-line operational grades and to seek to reduce the gender pay gap.

Corporate planning has similarly identified increasing female employment levels and reducing the gender pay gap as target outcomes.

Our Focus Going Forward

The 2026 results reinforce the importance of maintaining a long-term approach.

AirNav Ireland's focus will remain on:

- attracting more women into operational and technical career pathways;
- supporting female career development and progression;
- increasing female representation towards the upper end of the pay distribution;
- continuing leadership-development opportunities;
- maintaining outreach to develop the future female talent pipeline; and
- monitoring recruitment, progression and workforce representation alongside the statutory gender pay gap.

The organisation will also continue to examine the composition of recruitment. Increased female recruitment is important, but recruitment numbers alone will not resolve the gender pay gap if women remain concentrated towards the lower end of the pay distribution. Progression and increasing representation in higher-paid roles will therefore remain important longer-term measures of progress.

Conclusion

AirNav Ireland's 2026 median gender pay gap of 30% represents an increase on 2025. The mean gap is 15%.

The underlying analysis provides important context for this movement. The gap among matched employees narrowed, while workforce changes and the relatively junior pay profile of a significant proportion of female new entrants contributed to the movement in the overall population measure.

The underlying challenge therefore remains predominantly one of representation across the pay distribution. Women continue to be under-represented towards the upper end of that distribution, while increased female recruitment at more junior levels can, in the short term, increase rather than decrease the headline gender pay gap.

AirNav Ireland remains committed to addressing this structural imbalance. During the reporting period, initiatives including the Women in Leadership programme, the AirNav Ireland Women's Network and continued activity to encourage women to consider careers in aviation, air traffic control, engineering and other technical areas. These actions form part of the organisation's longer-term objective of improving female representation and reducing the gender pay gap over time.

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