



Ireland Gender Pay Gap Report 2025

Foreword

At Boeing, we are committed to recruiting and retaining top talent and creating an inclusive environment where every teammate is respected, valued and empowered to succeed whilst delivering on the company’s mission.

This is the first year Boeing Ireland Limited has been required to publish its pay gap data. Boeing Ireland’s mean (average) gender pay gap stands at 36.5% whilst our median (midpoint) gender pay gap is at 31.1%. Multiple factors influence our gender pay gap, including workforce composition and, particularly, more men than women at senior levels.

The following detailed gender pay gap data outlines where we are today in addition to actions we’ve identified to help narrow the gap.

Joe O’Malley
Director
Boeing Ireland Ltd.

Summary of Data

Data Included in Our Report

The data in this report is based on hourly average rates of pay as of 25 June 2025 and bonuses paid in the 12 months before 25 June 2025. This includes data for 83 employees — 66 men and 17 women.

Gender Pay Gap Is Different From Equal Pay

The gender pay gap is a comparison between median hourly pay for all women and men within a business, between mean hourly pay for women and men, and between the proportion of women and men who received incentive awards.

Importantly, these numbers do not reflect whether an employer provides equal pay for equal work, which Boeing does. We use robust frameworks to ensure we have a gender-neutral approach to pay. These include Salary Reference Tables, which outline the competitive salary ranges for jobs and levels of work and help mitigate any potential pay inequities.

Understanding Our Gender Pay Gap

Boeing Ireland's gender pay gap reflects that more men than women are in the most senior roles in the company and more women than men are in our early-

career and other more junior roles. This can be seen in the data that represents the proportion of men and women in each quartile. The lowest quartile comprises 60% women, whereas the upper quartile comprises 4.8% women. In addition, one male employee currently receives enhanced benefits due to an expatriate assignment, and two female senior managers recently relocated out of Ireland for personal reasons (including one who relocated within the Boeing group), all of which further influence the pay gap data.

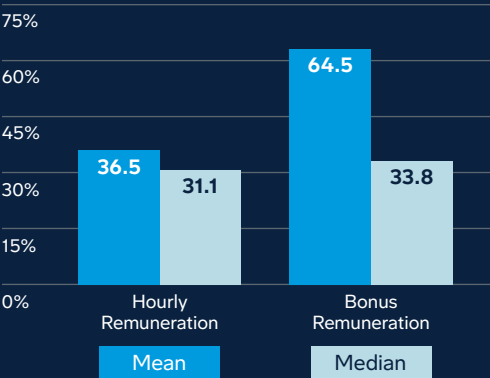
For bonus pay, 100% of women received a bonus and 77.3% of men received a bonus. Some employees did not receive

a bonus due to business unit performance for 2024.

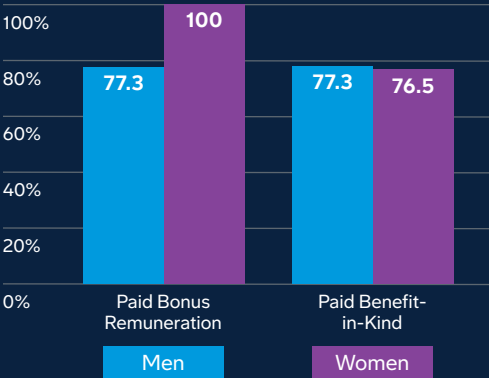
The bonus pay gap is more open to fluctuation, due to variable factors, including company performance. The significant difference between mean (64.5%) and median (33.8%) bonus pay gaps in 2025 indicates that more men than women are at the top of the bonus distribution, receiving a larger payout.

Women are underrepresented in senior roles across the aerospace and defence industry. Changing this takes time and requires ongoing commitment from all stakeholders.

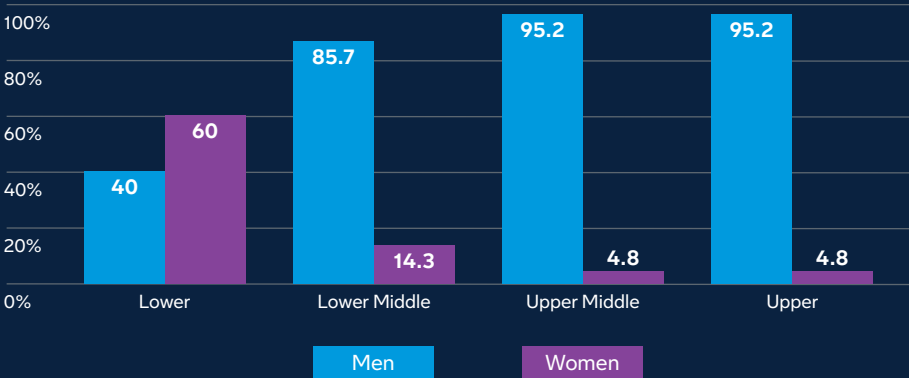
Mean and Median Gender Pay Gap



Proportion of Employees Receiving a Bonus



Remuneration Quartile Pay Bands



Our Action Plan

What Are We Doing to Reduce the Pay Gap?

At Boeing, we are dedicated to building a culture that values, respects and inspires colleagues to bring their best selves to work every day.

We remain determined to address the traditional gender imbalance in the aerospace and aviation sector, for example by working hard to reach students in underrepresented demographic groups and encourage them to consider careers in science, technology, engineering and mathematics (STEM) fields. We are

further committed to ensuring equal opportunity in selection and development efforts.

Recruitment

The current Boeing Ireland workforce is relatively small (83 employees); however, we anticipate approximately 25% headcount growth in 2026. As we experience this growth, we are committed to taking action to attract applications from the widest talent pool and ensure equal opportunity through the selection process.

Championing Science, Technology, Engineering and Mathematics (STEM)

UK & Ireland STEM Strategy Committee:

This committee has oversight of Boeing UK and Ireland STEM activity, enabling us to measure the impact of our internal and external engagements across the business. In 2024, we supported more than 110 STEM outreach events, reaching nearly 100,000 students.

Our strategy is to inspire, recruit and retain people in STEM roles with support from our more than 220 STEM Ambassadors. This work includes:

- Boeing employees running STEM events in primary schools, secondary schools and universities across the UK and Ireland to inspire the next generation

The **three key focus areas** of our long-term action plan continue to be:



Recruitment

Recruiting the best people from the widest talent pool



Development

Developing and advancing talent within the company



Retention

Retaining our best people

Development

Developing Our Talent

We continue to focus on developing talent from within, safeguarding equal opportunities for all and ensuring that women and men have the same platform to develop, succeed and reach their full potential within the company. Our development programmes include:

- **Global Readiness Executive Experience Programme:** Our one-year immersion programme develops high-potential senior managers.
- **Leadership Next (LX):** Boeing's two-year emerging leader development programme includes training, assessments, group coaching, peer and executive mentorship, and high-impact project development.
- **Emerging Talent in Europe Council (ETEC):** Our internal advisory forum generates new ideas by engaging emerging leaders in their vision for the company and business strategy. Liam Benham, Boeing president of EU, NATO and Government Affairs Europe, serves as the ETEC executive sponsor. In 2025, 43% (6 of 14) of the council members were women.

Retention

Creating an Inclusive Culture for All Employees

In 2025, as part of Boeing's dedication to fostering a people-focused culture grounded in safety and trust, Boeing Ireland launched its Dignity and Respect in the Workplace policy, which outlines reporting procedures and emphasizes treating colleagues with respect and communicating professionally.

Boeing Ireland has family-friendly policies covering maternity, paternity, adoption, fertility and shared parental leave:

- Boeing pays the employee's full salary for all 26 weeks of maternity leave, above the statutorily required pay rate for maternity leave.
- Paternity pay is provided at full pay for six weeks rather than two weeks at statutory pay.
- Adopting mothers or sole male adopters are entitled to 24 weeks of paid adoption leave and an additional 16 weeks of unpaid adoption leave. In addition, on commencement of adoption leave, the company provides a voluntary payment of one-month base salary.

- A mothers room opened in our new Boeing Ireland facility in 2025.
- Boeing Ireland offers an enhanced right to flexible working.
- Employees receive fertility time off with the following benefits:
 - All clinic or hospital medical appointments related to in vitro fertilisation (IVF) are treated the same as any other medical appointment, thus employees may use 'Time Off – Fertility', with an appointment confirmation letter.
 - Employees receiving IVF may use up to five days of paid time off, per IVF cycle, with a maximum of three cycles in the employment period; supporting partners may use up to two days off. These can be taken in full or half days. These amounts will be prorated for part-time staff members according to their schedule.



Boeing continues to have a strong focus on well-being for employees, including free regular health checks; private health care options; access to free well-being coaching through BetterUp Care; and access to our Employee Assistance Programme, a confidential service offering counselling and professional support with life issues as well as support for finding eldercare and childcare options.

