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MHA-Baker Tilly Ireland Gender Pay Gap Report

June 2026

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Introduction

Under the Gender Pay Gap Information Act 2021, organisations in Ireland with over 50 employees are required to publish annual gender pay gap information. MHA-Baker Tilly Ireland meets this reporting threshold and is therefore publishing its gender pay gap results for the current reporting year.

The required reporting metrics include:

- Mean and median hourly pay gaps
- Mean and median bonus pay gaps
- Mean and median hourly pay gaps for part-time employees
- Mean and median hourly pay gaps for temporary contract employees
- The proportion of male and female employees receiving bonuses and benefits in kind
- The proportion of male and female employees in each pay quartile
- A narrative explaining the reasons for any gender pay gaps and the actions being taken, or planned, to reduce them

The figures are based on the 12-month period immediately preceding and including the snapshot date of 30 June 2026. They have been calculated using the standard methodology required under Irish gender pay gap reporting regulations.

Understanding the Gender Pay Gap

The gender pay gap is different from equal pay. Equal pay means men and women must receive equal pay for the same or equivalent work. The gender pay gap is a statistical calculation which shows the difference between the average pay of male and female employees across an organisation.

In this report, the mean is the average hourly pay or bonus figure. The median is the midpoint when all employees' hourly pay or bonus payments are ranked from lowest to highest. A negative figure means that the relevant pay or bonus figure is higher for women than for men.

Gender pay gap results:

Metric	2026	2025	Movement
Mean hourly pay gap	11.71%	20.7%	Reduction of 8.99 percentage points
Median hourly pay gap	-0.21%	18.6%	Reduction of 18.81 percentage points
Mean bonus pay gap	-5.43%	Prior year comparator not available*	In favour of women
Median bonus pay gap	-233.33%	Prior year comparator not available*	In favour of women

** In 2025, only one female employee received a bonus during the reporting period, and no male employees received a bonus. As a result, it was not possible to calculate a meaningful mean or median bonus pay gap for that year.*

Irish gender pay gap reporting also requires mean and median hourly pay gaps for part-time employees and temporary contract employees, where applicable. For this reporting period, we are unable to report a part-time gender pay gap because there were no male part-time employees in the reporting population. We are also unable to report a temporary contract gender pay gap because there were no female temporary contract employees in the reporting population.

Bonus and benefit in kind results:

Metric	2026 Male	2026 Female	2025 Male	2025 Female
Employees receiving a bonus	90%	95%	0%	2.4%
Employees receiving a benefit in kind	87.5%	95%	Prior year comparator not available	Prior year comparator not available

Pay quartiles by gender:

This is the percentage of men and women in each hourly pay quartile, with employees ranked from lowest to highest hourly pay and divided into four equally sized groups.

Pay quartile	2026 Male	2026 Female	2025 Male	2025 Female
Upper pay quartile	55.56%	44.44%	65%	35%
Upper middle pay quartile	36.84%	63.16%	31.6%	68.4%
Lower middle pay quartile	33.33%	66.67%	36.8%	63.2%
Lower pay quartile	52.38%	47.62%	47.4%	52.6%

Key headlines

Key headlines from this year's figures include:

- The mean hourly pay gap has reduced from 20.7% last year to 11.71% this year.
- The median hourly pay gap has reduced from 18.6% last year to -0.21% this year, meaning the midpoint hourly pay difference is now broadly balanced.
- The proportion of women in the upper pay quartile has increased from 35% last year to 44.44% this year, although men still remain more represented in the highest-paid quartile.
- A higher proportion of women received both a bonus and a benefit in kind during the reporting period.
- The median bonus pay gap of -233.33% favours women this year. This reflects a higher midpoint bonus value for women than for men, with the percentage affected by the number of employees receiving bonuses and the value of those payments.

What are the underlying reasons for the firm's gender pay gap?

At MHA-Baker Tilly Ireland, we are confident that the gender pay gap reported does not stem from paying men and women differently for the same or equivalent work.

Gender pay gaps are often shaped by wider structural factors, including caring responsibilities, career breaks, part-time working and the underrepresentation of women in senior roles. These factors can influence progression and pay outcomes over time.

This year's data shows clear progress, with both hourly pay gaps narrowing and female representation in the upper pay quartile improving. However, men continue to make up a higher proportion of the upper pay quartile, which remains a driver of our mean hourly pay gap.

Bonus and benefit in kind figures should be read in the context of the size and composition of our workforce. In smaller employee populations, individual payments, eligibility and timing can create significant percentage movements from year to year.



What is MHA-Baker Tilly Ireland doing to address its gender pay gap?

We recognise that reducing the gender pay gap requires sustained, targeted action. The steps below reflect both the progress made during the year and the activity we will continue to prioritise to support fair access to opportunity, strengthen progression and improve representation at senior levels.

What we have done:

1. **Agile working:** We have continued to promote agile working to support flexibility, retention and career progression across different roles and life stages.

2. **Inclusive recruitment:** We have reviewed our recruitment practices to support fairer and more inclusive hiring decisions, including how roles are advertised and assessed. This includes reviewing job advert language to help attract a broader range of candidates.

3. **Diversity, Inclusion, Belonging and Societal Impact (DIBS) strategy:** We launched our DIBS strategy - Insight, Action, Impact: 2026 to 2030 – with the aim of embedding diversity and inclusion more consistently across our firm and strengthening our focus on evidence-led action.

4. **Gender equity activity:** We have continued to support gender equity activity across our firm through employee network activity, visible role modelling via our Marking Her Ambition campaign, and career development support.

Our priorities for the next 12 months:

Over the next 12 months, we will focus on actions that help us understand the drivers of our data more clearly, strengthen accountability and support more consistent access to progression opportunities. We will:

- Continue to monitor recruitment, promotion, pay, bonus and benefit outcomes by gender to identify trends and target action where it is needed most.
- Strengthen our manager capability on inclusive hiring, performance and progression conversations, helping to support fair and consistent decision-making.
- Increase awareness of sponsorship, development and career progression opportunities to support visibility, confidence and access to senior opportunities.
- Seek insights from our people to better understand what is driving our data and where targeted action will have the greatest impact.

No single initiative will remove the gender pay gap on its own, and it may take time before the full impact of some actions is reflected in our data. However, MHA-Baker Tilly Ireland remains committed to taking sustained action, monitoring progress and reporting annually on the steps we are taking to reduce our gender pay gap.

I confirm that the information contained in this report is accurate.



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