



# Gender Pay Gap Report 2025

JTI Ireland Limited

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In keeping with the Gender Pay Gap Information Act 2021, this report details the gender pay gap metrics for JTI Ireland Ltd.

OUR GENDER PAY GAP METRICS

The results below set out the gender pay gap metrics for JTI Ireland, with a snapshot date of 30 June 2025 and a reference period of 1 July 2024 - 30 June 2025. In the period under consideration, our headcount was 86, of whom 44 were women and 42 were men. We had 2 part-time employees.

HOURLY PAY GAP

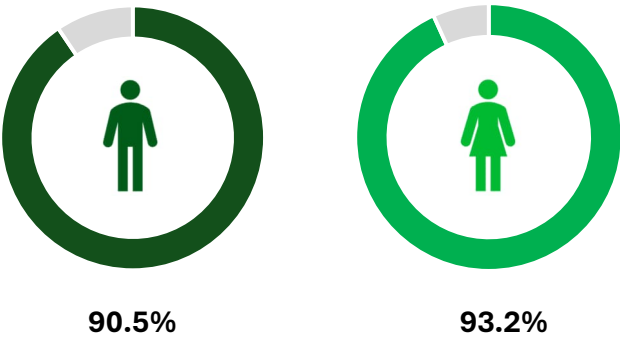


BONUS GAP

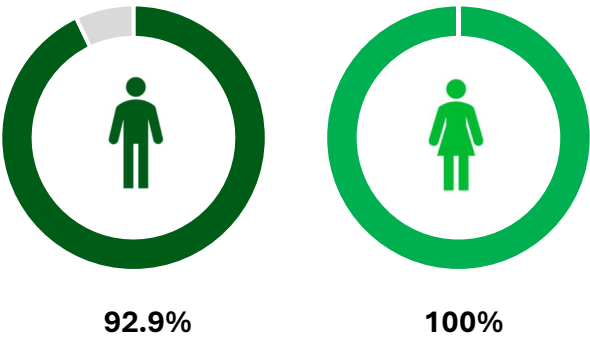


+Favourable to Male / - Favourable to Female

BENEFITS IN KIND RECEIVERS



BONUS RECEIVERS



\*BIK: All employees are eligible for healthcare benefits but not all employees avail of the opportunity.

\*Bonus: All employees are eligible to receive a bonus, the 7.1% difference between the number of males and females who received a bonus is due to new hire start dates (i.e. joining the Company after the bonus eligibility date for the year).

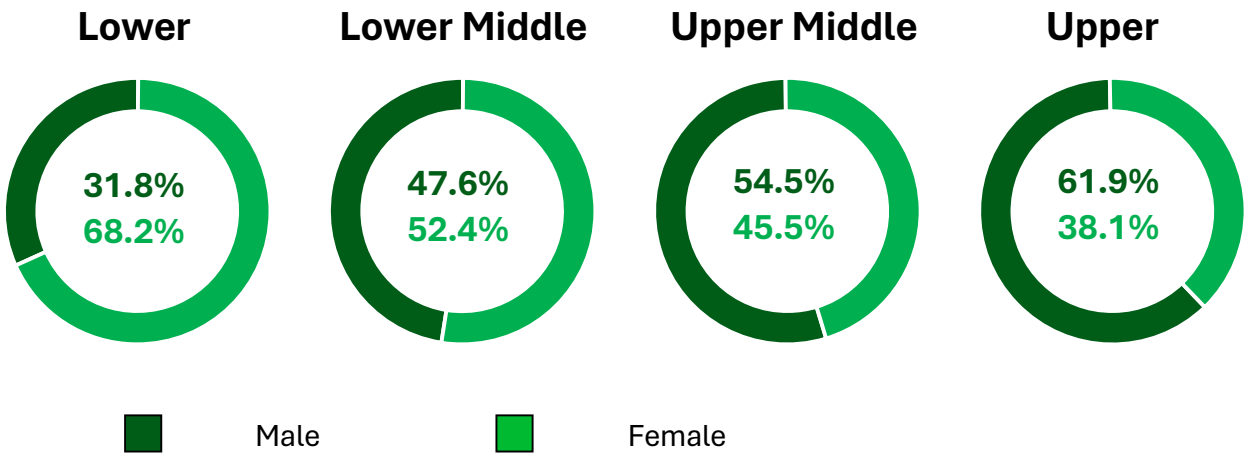
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GENDER SPLIT PER QUARTILE



JTI Ireland had (a) no temporary employees or (b) male part-time employees on the snapshot date. For that reason, we cannot publish separate figures for part-time and temporary employees. Our part-time employees are included within the overall statistics.

THE DIFFERENCE BETWEEN EQUAL PAY AND THE GENDER PAY GAP

Under Irish Gender pay gap legislation, the **Gender Pay Gap** reflects the difference between the mean and median pay for men and for women across the organisation. The **Gender Pay Gap** takes no account of the different roles that may be occupied by men and women.

The **Gender Pay Gap** is not a measure of **Pay Equity**.

**Pay Equity** simply means there is no differentiation in employee remuneration because of gender or other illegitimate discriminatory factors. The application of **Pay Equity** ensures that women and men doing the same or comparable work are paid equitably, all other things being equal. JTI Ireland is committed to **Pay Equity**. Internal equity is one of the core principles of our reward framework. We are committed to ensuring that individuals are fairly and consistently rewarded in line with their peers for similar roles and contributions. To uphold this, we conduct regular reviews to proactively identify and address any gaps, ensuring our pay practices remain equitable and aligned with our values

An organisation applying **Pay Equity** principles can still have a **Gender Pay Gap**. This is because **Pay Equity** requires equitable treatment within roles and positions, while the **Gender Pay Gap** does not take account of different roles and positions.

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## UNDERSTANDING THE GENDER PAY GAP METRICS

**Hourly Pay Gap** refers to the difference between the mean and median hourly pay of male employees and that of female employees expressed as a percentage of the mean and median hourly pay of male employees. A positive percentage indicates a gap in favour of men. A negative percentage indicates a gap in favour of women.

**Bonus Receivers** sets out the proportion of men and of women who receive any form of bonus. 'Bonus' for this purpose includes vouchers, long term incentive awards and sales incentives as well as our annual bonus.

**Bonus Gap** refers to the difference between the mean and median bonus pay of male employees and that of female employees expressed as a percentage of the mean and median bonus pay of male employees.

**The lower quartile** sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.

**The upper quartile** sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. The same logic applies to the **lower middle quartile** and the **upper middle quartile**.

**Benefits in kind Receivers** sets out the percentage of our people who are in receipt of non-cash benefits of monetary value, including health insurance, dental insurance and company cars.

## THE REASON FOR THE GENDER PAY GAP AT JTI IRELAND

At JTI Ireland, we are proud to have a well-balanced workforce, with men and women represented across the organisation and across most functional areas. Our gender pay gap does not indicate a deviation from pay equity principles but rather is reflective of the structure of our workforce and how employees are distributed across different levels within the organisation.

Our analysis shows that while gender representation is strong overall, there are proportionally more men in some of the higher pay quartiles. This composition influences the overall gender pay gap.

Our senior leadership level in JTI Ireland consists of 7 employees, 3 of whom are women. Of these, all three women and two of the men are international assignees employed and remunerated by a different JTI home entity. Under Irish gender pay gap reporting regulations, these individuals are excluded from the Irish entity's reporting data. Their exclusion has the effect of increasing the apparent difference between the average hourly pay of men and women within the Irish entity, even though women hold senior leadership positions within our wider organisation.

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JTI Ireland is firmly committed to the principles of pay equity for comparable roles and levels within the organisation and providing equal opportunities for all employees. Our gender pay gap figures are reflective of workforce composition rather than pay inequality. We will continue to focus on fostering gender balance at every level of the organisation.

## OUR INTENTIONS

JTI prides itself in being a people-centric organization with a culture that supports equity and inclusion across the key touchpoints of employee experience with the company. JTI has been accredited as a Top Employer by the Top Employers Institute in 47 countries, including Ireland, where we have been recognized as the number 1 Top Employer in the country for 2 years running. JTI Ireland is also accredited as a Great Place to Work.

Sustaining DEI strategies across all JTI entities globally remains a key priority of the People & Culture agenda. JTI is committed to achieving gender balance representation and promoting equality across all levels in the organization. While our global target was to increase the proportion of women in leadership roles to 30% by 2030, we surpassed this milestone in 2023, and we are determined to drive progress beyond expectations.

In JTI Ireland, we continue to promote career development opportunities for female employees and strive to create the right supportive environment. These efforts are making steady progress, with women representing 48% of the total number of managerial positions within our organisation in 2025. We are investing in a number of initiatives to accelerate the advancement of women and spark progress towards gender equality, while nurturing the pipeline of female management candidates and monitoring the gender pay gap.

## EQUAL OPPORTUNITIES

Fairness and equality of opportunity are prioritized at JTI Ireland when it comes to recruitment, career development and promotion. This is evident in our recruitment process where we strive to provide a gender balanced slate of candidates, and gender balanced representation on interview panels. Career development opportunities, including training, mentoring, coaching, secondments and job swaps are made available to all. All vacant positions are advertised internally.

## DIVERSITY, EQUITY & INCLUSION

JTI Ireland has a Diversity, Equity & Inclusion Strategy in place. The objective of that strategy is to nurture a diverse and inclusive workforce where everyone feels respected, heard and valued regardless of their differences and have equal opportunities to thrive, succeed and contribute to the achievement of our company purpose and our Vision. The four pillars of our Diversity, Equity & Inclusion Strategy are Wellbeing, Gender, Inclusion and Race & Ethnicity.

JTI Ireland holds Bronze Accreditation from the Irish Centre for Diversity.

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## THE COMPANY WITHIN THE COMMUNITY

In JTI Ireland Limited, our Corporate Investment Policy has three pillars: Charitable Donations, Cultural and Artistic Support. In Ireland we are committed to making available a percentage of our annual profit in support of charitable causes and arts and culture. The main charitable causes which will benefit from this policy are Support for the Elderly, Alleviation of Poverty and Provision of Food.

## FLEXIBILITY AND FAMILY SUPPORT

JTI Ireland seeks to be accommodating of the family commitments of all of our people. We have a robust family leave policy for new parents among our permanent employees (26 weeks paid, less social welfare for the primary caregiver and 20 weeks paid, less social welfare for the secondary caregiver). JTI Ireland is flexible as an employer, allowing (for office-based staff) 3 days a week working from home and latitude on working times outside of core working hours.

## CONCLUSION

While we value external accreditation, the most important endorsements of life at JTI Ireland come from our own people. Our most recent Great Place to Work survey of our colleagues in Ireland saw us achieve a survey score of 94% for Diversity & Inclusion – close to the upper bound for any company of our size in the country. Similarly, 89% of our people in Ireland agreed that JTI is a great place to work.

JTI Ireland will continue to develop and execute its Diversity, Equity & Inclusion Strategy, while treating all employees fairly and equitably in matters of pay, conditions and opportunity.

Signed by:

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Gabriella Offeddu

**General Manager, JTI Ireland**

November 25, 2025 | 20:03:41 CET

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