



# **Gender Pay Gap Report 2025**

**Genesis Aircraft Services Limited**



# Executive Summary

Genesis Aircraft Services Limited ("**Genesis**"), employing 54 employees at the snapshot date of 30<sup>th</sup> June 2025, is fully compliant with Ireland's Gender Pay Gap Information Act 2021. Our Gender Pay Gap Report 2025 reveals a gender pay gap, placing Genesis at the higher end of national benchmarks. However, this pay gap does not highlight an inequality in pay but reflects the distribution of male employees and female employees across different levels of the organisation, and in particular the higher representation of male employees in senior positions. This report provides a detailed account of pay gap metrics, explores the underlying causes, benchmarks Genesis's performance against peers, and outlines ongoing and future commitments to pay equity, transparency, and inclusion.

## Introduction: The Importance of Gender Pay Gap Reporting

At Genesis, we believe in fostering fairness, diversity, and transparency at every level of our organisation. As part of our commitment, and in compliance with Irish law, we have reviewed our gender pay gap for the reporting year 2025. With a workforce of 54 employees at the snapshot date of 30<sup>th</sup> June 2025, our analysis shows that our gender pay gap is within the normal range observed in the aviation leasing sector. We pledge to continue monitoring pay equity and to create an inclusive environment where all employees can thrive.

The gender pay gap, defined as the difference in average earnings between men and women across an organisation, is a critical indicator of workplace equality and corporate responsibility. In Ireland and throughout Europe, evolving regulatory requirements and increasing public scrutiny have made gender pay gap reporting a central aspect of good governance. For Genesis, this is not only a legal obligation but also a strategic priority.

## Legal and Regulatory Context

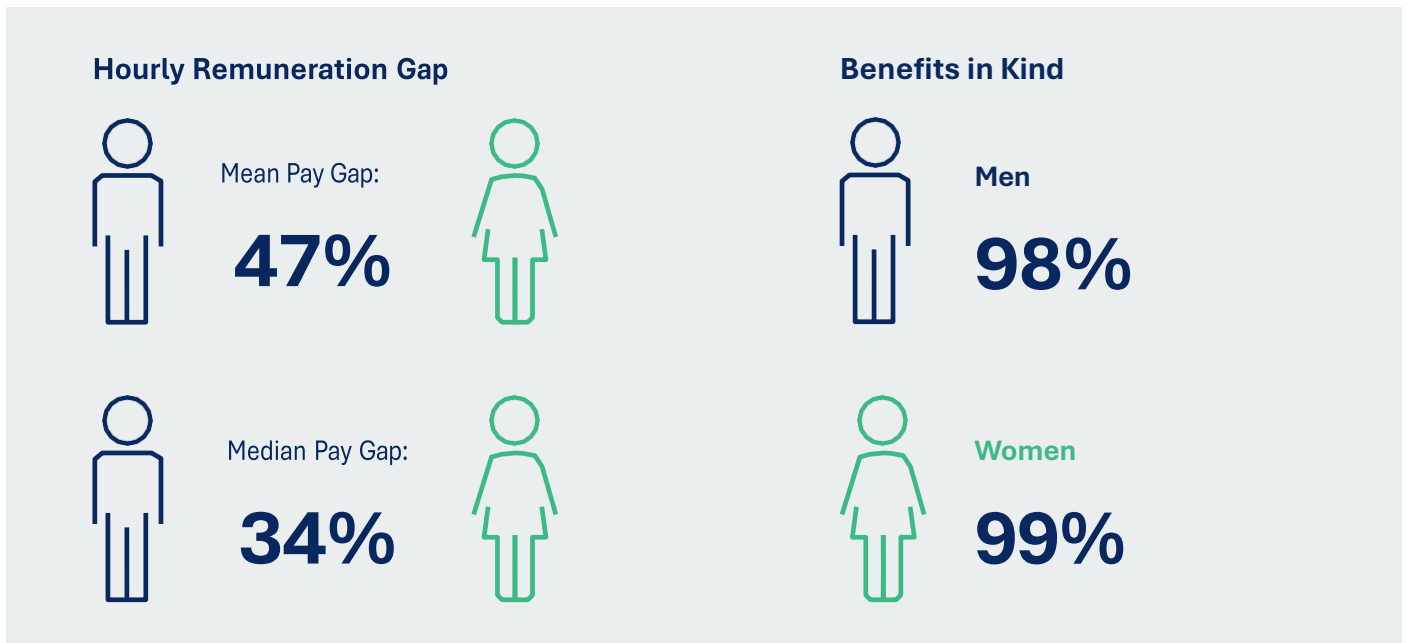
Irish legislation now requires all employers with 50 or more employees to report their gender pay gap. Due to the growth in Genesis, this is the first year of reporting. The reporting process involves selecting a snapshot date. Our snapshot date for gender pay gap reporting was 30<sup>th</sup> June 2025, with a 12-month reference period from 1 July 2024 to 30 June 2025. This means that all employees employed in Ireland on the snapshot date are included in the gender pay gap analysis.. Our Gender Pay Gap Report 2025 will be made available on the company website. The report will remain publicly accessible for a period of three years. The required metrics include mean and median hourly pay gaps, bonus gaps, benefits in kind, and quartile pay bands, accompanied by a narrative that explains the results and describes the actions being taken.

It is important to distinguish between equal pay and the gender pay gap. Equal pay ensures that men and women are paid equally for the same or equivalent work, a principle protected by law. The gender

pay gap, however, measures the average difference in pay across the employee workforce. The gender pay gap is expressed as a percentage of men's earnings.

## Genesis 2025 Gender Pay Gap Metrics

### Genesis 2025 Hourly Pay & Gender Pay Gap



#### What's shown

- **Mean hourly pay:** → **mean gender pay gap: 47%**
- **Median hourly pay:** → **median gender pay gap: 34%**

Although these figures highlight a significant pay gap, it is a reflection of the distribution of male employees in senior positions within Genesis.

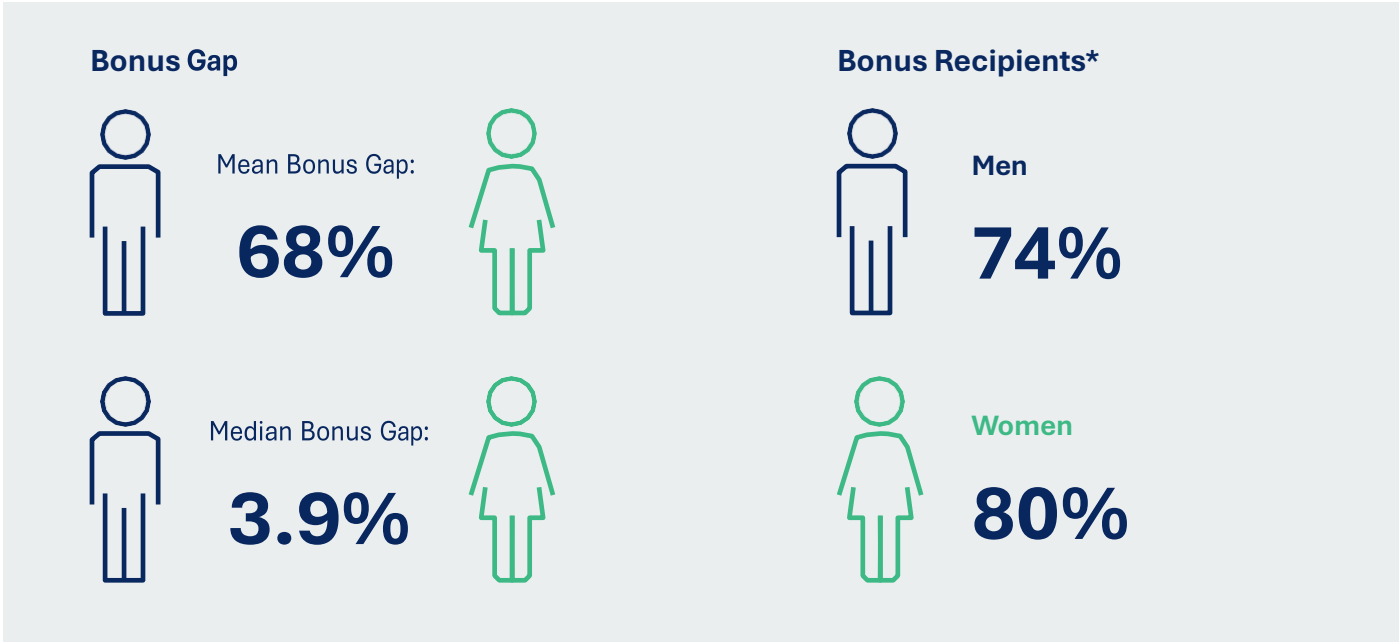
## Benefit in Kind

100% of our permanent employees (men and women) are eligible for benefit in kind. This is applied against health insurance and all other non-cash benefits offered up to employees through BIK. The % rates reported are slightly lower, taking into consideration employees on temporary contracts.

# Bonus Payments

All permanent employees at Genesis are eligible to receive a bonus. The difference in the percentage of men versus women receiving a bonus is simply down to the timing of new joiners and leavers during 2024/2025.

## Bonus Receipt Rates by Gender



A greater proportion of female employees received a bonus (80.0%) than male employees (73.5%), a +6.5 percentage-point difference in favour of women. Again this is due to the gender of new joiners during the reporting period.

**Mean comparison:** On average, women’s bonuses are 32.0% of men’s, i.e., a 68% mean bonus gap relative to male bonuses.

The large mean gap signals that the highest bonus awards are concentrated among men, pulling the average apart. As reporting this is consistent with the number of men occupying senior roles within the business.

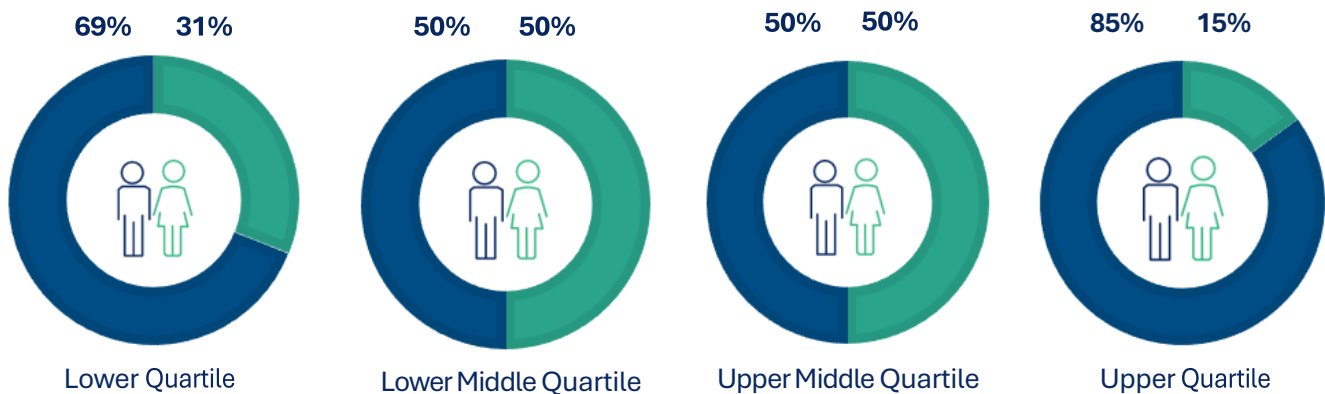
**Median comparison:** There is a 3.9% median bonus gap from female to male bonuses. The small median gap indicates broadly similar bonus outcomes for most employees.

This pattern is consistent with findings elsewhere in the report—higher-value rewards and senior roles are more often held by men, which influences overall averages and bonus distributions.

# Pay Quartiles by Gender

## Gender Distribution Across Pay Quartiles

### Proportion of men and women in each quartile



In line with Irish gender pay gap reporting requirements, Genesis analyzed the distribution of employees across pay quartiles and examined bonus distribution by gender. The pay quartile analysis divides the workforce into four equal groups based on hourly pay, from the lowest to the highest earners.

For each pay quartile, Genesis calculates the proportion of male and female employees. The internal review highlights a positive trend that women are increasingly represented in the lower-middle and upper-middle pay quartiles, reflecting real progress in career advancement. While women remain underrepresented in the highest quartile, their growing presence in the middle quartiles demonstrates upward mobility and the effectiveness of ongoing initiatives to support female progression. This pattern is consistent with broader trends in the aircraft leasing sector, where women are making steady gains in professional roles, even as the industry continues to work toward greater gender balance at the most senior levels.

## Causes and Context

The primary drivers of the gender pay gap at Genesis are structural in nature. The analysis shows that there are significantly fewer women in senior, high-paying roles within the organisation, while women are more commonly represented in lower to medium level positions. This distribution is not unique to Genesis but reflects a broader pattern seen across Ireland and is particularly pronounced in the aviation leasing sector.

In this industry, leadership and technical positions have historically been male-dominated, which continues to influence pay gap metrics today. The underrepresentation of women in top roles means that, even when pay is equal for equivalent work, the overall average earnings for women remain lower due to the concentration of men in higher-paid positions. This structural imbalance is reinforced by longstanding industry norms, recruitment patterns, and the slower pace of change at senior levels.

However, Genesis's data also indicates that women are making progress, especially in the middle pay quartiles, suggesting that ongoing efforts to promote gender diversity and support career advancement are beginning to have an impact. Addressing the gender pay gap will require sustained focus on developing female talent, ensuring equitable access to leadership opportunities, and challenging the traditional barriers that have limited women's progression in the aviation leasing sector.

## Genesis Action Plan and Recommendations

Genesis is committed to ensuring gender pay equity and to reducing the gender pay gap through a multi-faceted action plan that addresses both immediate and long-term goals. The company will conduct annual pay audits to ensure transparency and monitor trends, using these insights to inform targeted interventions. HR processes, including recruitment, promotion, and reward systems, will be regularly reviewed to ensure they are gender-neutral and based on objective criteria, with a particular focus on eliminating unconscious bias at every stage.

To support all employees, Genesis will continue to promote flexible working arrangements and family friendly policies. These policies will be evaluated annually to ensure they meet the evolving needs of the workforce. The company will also establish and monitor targets for gender representation, especially in leadership and technical roles.

Genesis will encourage participation in industry networks and professional development opportunities, aiming to build a robust pipeline of female talent. Additionally, Genesis will continue to conduct employee engagement surveys to gather feedback on workplace culture, inclusion, and pay equity, using the results to refine policies and practices.

Finally, Genesis will maintain a transparent approach to gender pay gap reporting, making all reports publicly accessible and communicating the rationale behind pay gap figures and the steps being taken

to address them. By embracing transparency, continuous improvement, and targeted action, Genesis aims to close the gender pay gap and set a standard for fairness and inclusion within the aviation leasing sector.

## **Conclusion**

Genesis's gender pay gap reflects broader patterns in the aviation leasing sector and is shaped by the current distribution of roles within the organisation. However, Genesis distinguishes itself through a strong commitment to transparency, regular benchmarking, and targeted action, setting a high standard for accountability and continuous improvement.

The company's gender pay gap analysis not only aligns with industry trends but also highlights tangible progress. Women are now increasingly and evenly represented in the second (lower-middle) and third (upper-middle) pay quartiles, demonstrating real advancement in career progression and the effectiveness of targeted development programs. This upward mobility is a testament to Genesis's dedication to supporting female talent and ensuring equal opportunities for growth. Additionally, the lower pay quartile now comprises 69% male employees—a significant shift that signals progress toward balancing gender representation across all levels.

Genesis's ongoing initiatives—such as annual pay audits and flexible working policies are designed to create meaningful opportunities for all employees and to support the advancement of women into senior roles. These efforts are reflected in the company's outstanding 94% employee engagement score, which underscores the positive impact of fostering an inclusive and equitable workplace.

Looking ahead, Genesis is committed to building on this foundation by setting clear targets, regularly reviewing progress, and engaging employees at all levels in the journey towards tackling the gender pay gap . By embracing best practices, learning from industry peers, and maintaining open communication with stakeholders, Genesis aims to ensure that every employee has the opportunity to thrive and succeed, regardless of gender, and to lead the way in creating a more equitable and diverse industry for the future.