

CITYJET

Gender Pay Gap Report 2026

Ireland

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Foreword

We are pleased to present CityJet's Gender Pay Gap Report for 2026, prepared in accordance with the Gender Pay Gap Information Act 2021 and the Employment Equality Act (Gender Pay Gap Information) Regulations 2022.

Our 2026 results show encouraging progress. We can report that our mean gender pay gap has reduced by 11 percentage points from 35.8% to 24.8%, while our median gender pay gap has reduced by 8 percentage points from 28.5% to 20.5%.

While these results represent a positive step forward, we recognise that gender pay gap outcomes can be influenced by a range of factors, including workforce composition, organisational structure and changes in employee demographics. As such, we remain focused on monitoring our results over time and understanding the factors that contribute to them.

At CityJet, we are committed to fostering an inclusive workplace where all employees have the opportunity to develop, progress and succeed. We recognise the value that diverse perspectives bring to our organisation and remain focused on creating an environment where talent can thrive regardless of gender.

While women continue to be under-represented in certain technical, specialist and leadership roles, we remain committed to attracting, developing and retaining talented women across all levels of the organisation. Through ongoing review of our workforce data and employment practices, we will continue to identify opportunities to support greater representation and inclusion.

We are encouraged by the progress reflected in this year's results and remain committed to building a more diverse and representative workforce in the years ahead.

Henriette Møller Nielsen
VP People & Communication

Introduction

On 31 May 2022, the Irish Government introduced gender pay gap reporting requirements through amendments to the Employment Equality Act 1998. Since 2025, organisations with more than 50 employees have been required to publish Gender Pay Gap (GPG) data annually.

CityJet DAC is an Irish-based regional airline specialising in wet lease operations. We employ more than 450 people across Europe and are reporting on the 60 employees based in Ireland.

In line with the legislation, organisations must select a snapshot date in June each year. CityJet selected 26 June 2026 as its snapshot date, with pay data covering the 12 months preceding this date. Our analysis shows that, on average, female employees earn 24.8% less than their male colleagues, with a median pay gap of 20.5%.

Our gender pay gap does not arise from unequal pay for equal work. Men and women are paid equally for undertaking the same role or work of equal value. Rather, the gap reflects the distribution of employees across different roles, functions and levels within the organisation.

Like many organisations across the aviation sector, representation varies across occupational groups and seniority levels. These workforce demographics influence overall pay outcomes and contribute to the gender pay gap reported in this document.

CityJet remains committed to fostering an inclusive workplace and improving gender representation across all levels of the organisation. Through continued monitoring and review of our workforce data, we will seek to identify opportunities to support greater balance, representation and inclusion.

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What do the numbers represent?

What does the Gender Pay Gap measure? It measures the difference between the average pay of all males in the workforce and the average pay of all females in the workforce, regardless of the nature or level of the role. It's a group comparison that highlights any differences in the distribution of males and females across the workforce.

What is the Mean Pay Gap? The mean pay gap is the difference between the hourly pay of all male and female employees when added up separately and divided by the total number of males and females in the workforce.

What is the Median Pay Gap? The median pay gap is the difference between the pay of the middle male and middle female when all employees are listed from the highest to the lowest paid.

What do the four Quartiles represent? It is a split of our Irish workforce into four quartiles based on hourly pay and shown proportion of male and female employees in each quartile.

The lower quartile is the quarter of employees who earn the least.

The lower-middle quartile is the next quartile up in pay.

The upper-middle quartile is the next higher quarter.

The upper quartile is the highest-paid quarter of our workforce

Gender Pay Gap
Difference in average earnings

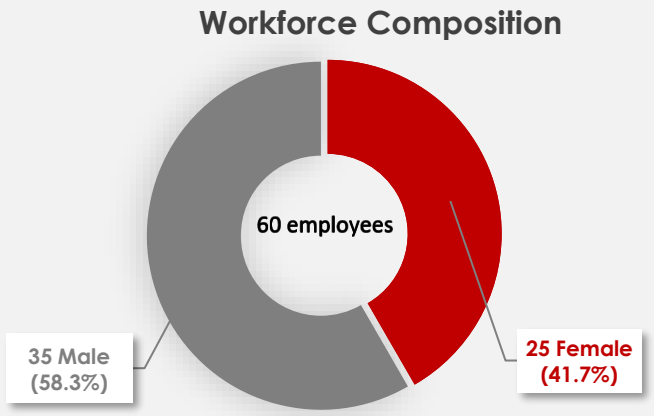
Mean Pay Gap
Average pay comparison

Median Pay Gap
Middle pay comparison

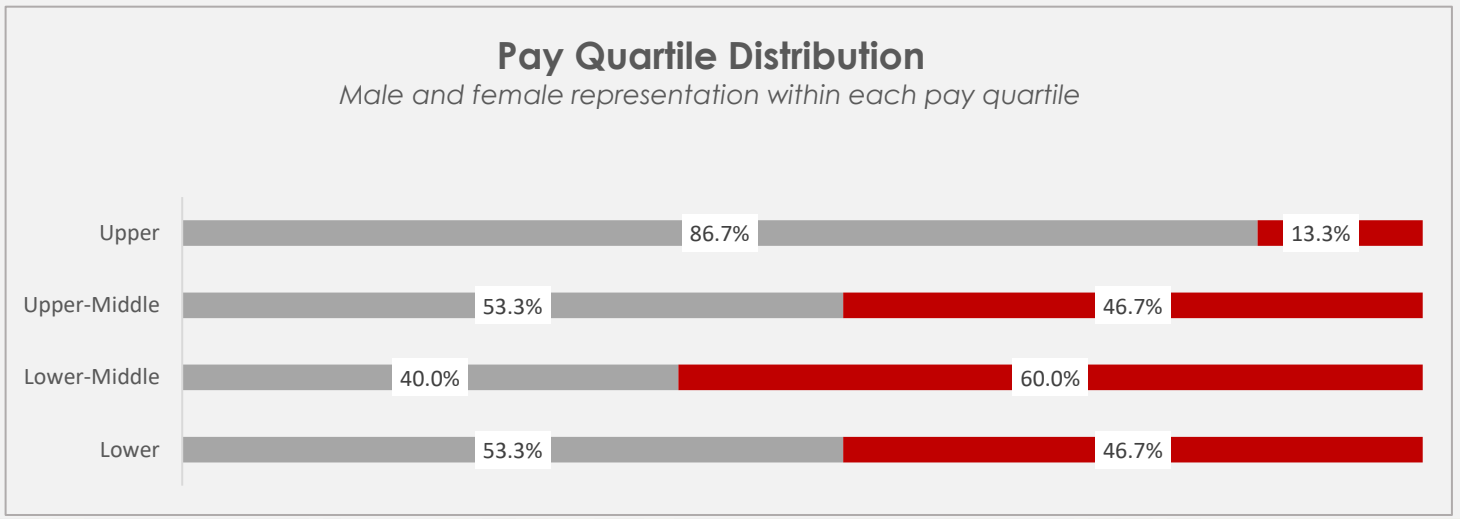
Pay Quartiles
Distribution across pay levels

The Gender Pay Gap "measures the difference between the average pay of all males in the workforce and the average pay of all females in the workforce, regardless of the nature or level of the role".

2026 At a Glance



Snapshot Date	26 June 2026
Employees Included	60
Part-Time Employees	5
Temporary Employees	1
Bonus Payments	None



Key findings

- Mean gender pay gap reduced by **11 percentage points** compared with 2025.
- Median gender pay gap reduced by **8 percentage points** compared with 2025.
- Gender representation remains relatively balanced across the lower and middle pay quartiles.
- Women remain under-represented within the upper pay quartile, representing **13.3%** of employees in this pay band.
- Workforce composition continues to be the primary factor influencing reported gender pay gap outcomes.

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20.5%
Median Gender Pay Gap

24.8%
Mean Gender Pay Gap

Our Progress and Future Focus

The reduction in our mean and median gender pay gap during 2026 reflects encouraging progress towards a more balanced workforce. While women remain under-represented in certain technical, specialist and leadership roles, we remain committed to building on this progress and improving gender representation across all levels of the organisation.

👥 Inclusive Recruitment

We will continue to promote inclusive recruitment and onboarding practices and seek opportunities to attract more women into operational, technical and leadership roles where female representation has traditionally been lower.

📈 Career Development and Progression

We will continue to support employee development through learning, career growth and progression opportunities, helping to build a diverse pipeline of future talent and leaders across CityJet

🌱 Inclusive Culture and Wellbeing

Through flexible working arrangements, family-centred policies, employee recognition initiatives and wellbeing support, we will continue to foster an inclusive workplace where employees feel valued, supported and able to succeed.

Looking Ahead

The progress achieved during 2026 is encouraging, but reducing the gender pay gap remains a long-term commitment. We will continue to monitor our workforce data, review our people practices and identify opportunities to improve gender representation across all levels of the organisation.

Designated Activity Company
Imbus House
Dublin Airport
Co. Dublin
K67 T680
Ireland

Visit: www.cityjet.com

Thank you