

Ericsson Ireland Gender Pay Gap Report 2025



Company background



Ericsson is one of the leading providers of Information and Communication Technology (ICT) to service providers. We enable the full value of connectivity by creating game-changing technology and services that are easy to use, adopt, and scale, making our customers successful in a fully connected world. Our comprehensive portfolio ranges across Networks, Cloud Software Services, and Emerging Business; powered by 5G and IoT platforms.

Ericsson has a presence in Ireland since 1957 and employs approximately 1,500 people across two sites in Ireland, one in Athlone and one in Dublin.

Our population is a mix of employees who make a strategic contribution to the success of Ericsson worldwide through our R&D and Professional Services Centres of Excellence and market-based employees supporting our Irish customers. The majority of our employees are Software Developers, with the remainder in sales & service delivery (including solution architects, integration engineers, project managers) and support functions.

Our commitment to D&I and gender equality

D&I at Ericsson

The subject of Diversity and Inclusion can be complex. That's why we've translated this into a simple mission of making better and fairer decisions. Better decisions are made by considering the perspectives of a greater number of people. Fairer decisions come from using objective and unbiased data, which will ultimately benefit every colleague, every customer and society.

Our commitment

Creating a diverse and inclusive organization is core to our values (Respect, Professionalism, Perseverance and Integrity) at Ericsson, that's why we nurture it in everything we do. It's important that we do this for our people, our customers and for society. We truly believe by collaborating with people from different experiences we drive innovation, which is essential for our future growth.

Our ambition

We recognize that diversity encompasses an equally diverse range of things, including; cognitive perspectives, education, work experiences, personal life experiences, race, gender, ethnicity, sexual orientation as well as many more. We strive to make active and positive change in all these areas and have globally identified two to enact major change - Gender and Generations.

At Ericsson, we believe that diverse, inclusive teams drive performance and innovation, creating greater business value

At every level, from our teams and leaders to our communications and programs, we strive to reach and support all communities, within and outside of the business, creating a space that encourages a diversity of perspectives.

Ericsson focuses on the equal treatment and opportunities for women at all levels within the Company, with the aim to increase, through merit-based selection processes in compliance with anti-discrimination laws, the share of women among all employees, line managers and top management.

What is gender pay gap reporting?

Gender pay gap is the difference in the average hourly wage of men and women across a workforce – it compares the pay of all working men and all working women; not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience.

It does not indicate discrimination or bias, or even an absence of equal pay for equal value work – but it does report a gender representation gap and will capture whether women are equally represented across the organisation – so for example, if women hold more of the lower paid jobs in the organisation than men, the gender pay gap is usually bigger.

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations of greater than 150 employees to report on their hourly gender pay gap across a range of metrics.

A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse – meaning that, on average, men are in a less favourable position than women.

Many factors can contribute to the existence of gender pay gaps, including the differences between the way men and women combine professional and personal obligations.



Ericsson Ireland in numbers

from July 1, 2024 to June 30, 2025



2025 Mean pay gap

Our mean pay gap is 12.9%. This is primarily due to a lower representation of women in the upper-middle and upper pay quartiles at Ericsson Ireland, and because women in those roles generally have shorter tenures at that level.

The mean pay gap has increased by 2.7% compared to the previous year. This rise is primarily attributed to female attrition within the middle and upper quartiles.

12.9%

(↑ 2.7%)

Gender pay gap mean

8.3%

(↑ 1.5%)

Gender pay gap median

2025 Mean bonus gap

Our mean bonus gap is 25.5%. This is largely due to a greater proportion of men occupying upper-middle and upper quartile roles where bonuses are applicable, particularly in Sales positions that offer higher sales bonuses. It is important to consider that this calculation is influenced by varying bonus targets and payout structures across different business units.

25.5%

(↓ 0.2%)

Bonus pay gap mean

51.1%

(↑ 2.3%)

Bonus pay gap median

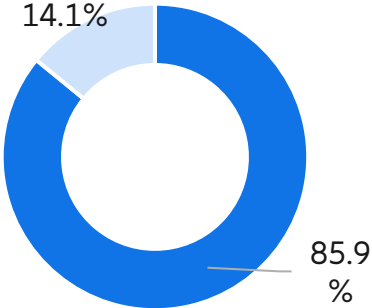
The mean is the average.
The median is the middle number when ranked lowest to highest.

Ericsson Ireland in numbers

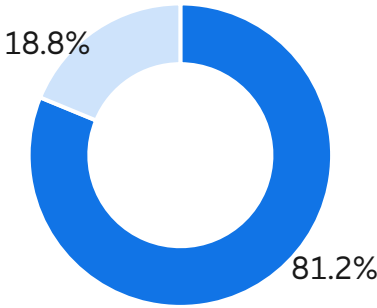


from July 1, 2024 to June 30, 2025

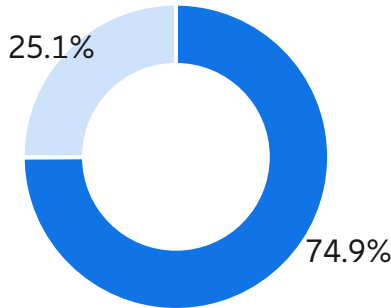
Upper



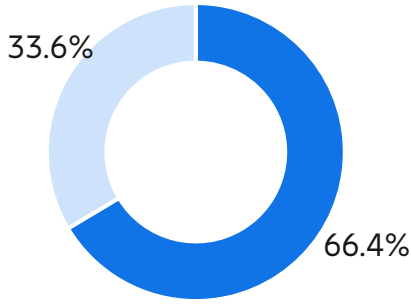
Upper middle



Lower middle



Lower



Receiving bonus

50.2%	46.6%
Male	Female

Receiving BIK

88.2%	85.7%
Male	Female

Temporary gender pay gap

-8%	-0.5%
Mean	Median

Part-time gender pay gap

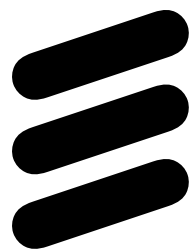
-11.9%	2.6%
Mean	Median

Gender split by pay quartiles ■ Male ■ Female

Highlights from our 2024/2025 initiatives



- D&I at Ericsson is about making **better and fairer decisions** – during our D&I Awareness month activities in October 2025, Dr Jamil Zaki Professor shared his insights on the science behind inclusion, innovation, and culture.
- **>34** Employee Resource Group events or initiatives in 2025
- Our women's group celebrated **17 events** through various initiatives, including attendance at the Women in STEM Summit, Girls in ICT Week – mentoring support for the INFUSE (Investing in Future Software Engineers) programme, collaboration with other women's ERGs for a global initiative and developed "Better Together Pocket Guides".
- We have run **4 "Meet the Manager Sessions"**, a recruitment Q&A experiment to gain the widest possible applicant pool for senior positions with over 200 employees in attendance.
- **30% of line managers** in Ireland have completed upskilling for an inclusive future training.
- Winners of the Diversity, Equality & Inclusion award at the Athlone Chamber of Commerce and finalists in the IBEC Excellence in Talent Development 2025.



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