

Irish Cement is Ireland's leading manufacturer and supplier of high-quality cement.

Operating two modern cement factories, one on the east coast near Drogheda and the second on the west coast in Limerick we supply cement to customers throughout Ireland and also overseas.

Our people are our most important and valued asset and we believe that a successful business is one that harnesses the benefits of a truly inclusive and diverse culture. In Irish Cement, we aspire to be an employer of choice and believe that attracting, retaining, and developing the best, most talented individuals, regardless of gender, is key to the ongoing success of our business. While historically the workforce in our business has been predominantly male, today women make up 13% of our 316 employees. This is an increase of 2% on last year's figures.

GENDER PAY STATISTICS

Gender pay gap data is different to equal pay. Equal pay relates to pay differences between males and females who carry out the same jobs, similar jobs, or work of equal value. Gender Pay gap is the difference in the average pay and bonuses between females and males across a business.

HOURLY RATE



This graphic compares the average hourly pay for females and males. Irish Cement has long established agreed rates for the majority of roles within our operations, these rates apply regardless of gender. However, our operational workforce remains predominantly male (87%). The negative median figure reflects the fact that the majority of females are employed in higher paid professional positions such as engineering, finance and human resources.

PART-TIME



There are currently no part-time male employees in Irish Cement.

BONUS



This graphic compares bonuses for females and males. All employees are entitled to participate in the CRH Share Participation Bonus Scheme, the value of the bonus is determined by the performance of the business. In addition, management receive a performance related bonus in line with defined targets. The number of female employees receiving a bonus decreased due to the fact that several long-serving employees retired since the last reporting period, and newly hired female staff were not yet eligible to participate in the scheme in the reporting period.

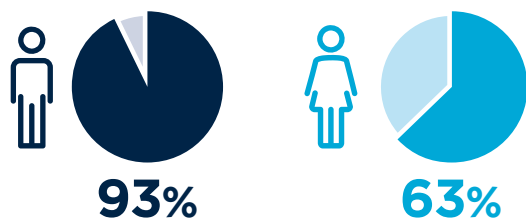
TEMPORARY / FIXED TERM CONTRACTS



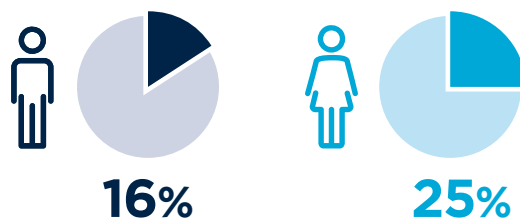
This graphic compares the average hourly pay for females and males on temporary or fixed term contracts. During the reporting period there was a significant increase in the number of female engineering graduates hired on three year graduate contracts. Males hired were both general operatives providing summer cover and experienced professionals working on specific projects.

2025 GENDER PAY GAP REPORT

BONUS PAID PROPORTIONS

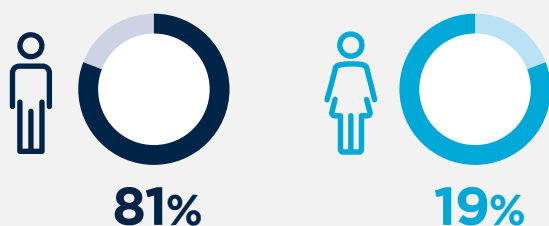


BIK PAID PROPORTIONS

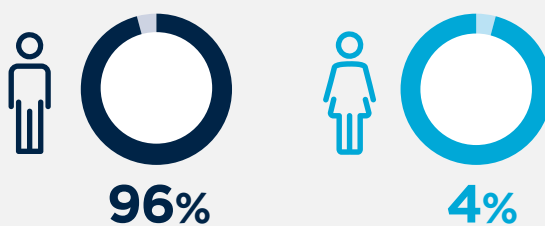


This graphic shows the proportion of females and males receiving a bonus. All employees are entitled to participate in the CRH Share Participation Bonus Scheme after twelve months continuous service. The scores here show an overall improvement on last year and reflect the fact that a bonus is paid to all employees upon completing a year's service.

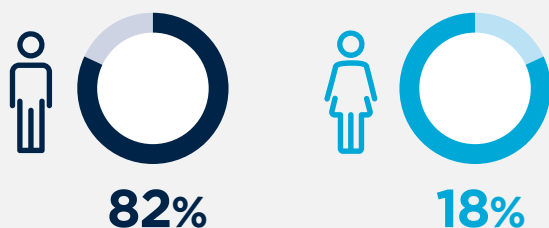
LOWER Q1



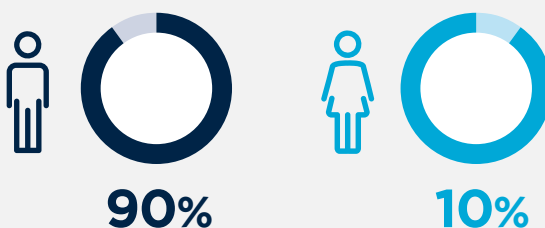
LOWER MIDDLE Q2



UPPER MIDDLE Q3



UPPER Q4



These graphics show the distribution of female and male pay based on income quartiles. These are calculated by splitting the entire Irish Cement workforce into four groups based on hourly pay from the highest (Q4) to the lowest (Q1). Here we show the percentage of females and males in each quartile. Irish Cement has 13% female employees. The distribution of 18% and 19% females in Q3 and Q1 reflects our ongoing commitment to attracting and developing female careers in the cement industry.

OUR ACTIONS

Recruitment of females remains a challenge for heavy industry. Attracting and retaining females and a diverse range of prospective employees continues to be one of our primary objectives.

We continue our relationships with the educational sector and local communities to promote and encourage the view that the building materials industry is an attractive career choice for all. We recently launched our immersive virtual reality (VR) experience to attract the next generation of apprentices by showing them what a 'day in the life' in Irish Cement could look like. We are now rolling out the VR to local schools and universities across the country.

We maintain a strong presence in the leading universities, providing guest lectures, internships and promoting the Irish Cement Graduate Programme at their career fairs. We also target females in our social marketing recruitment campaigns. In the reporting period 80% of our graduates recruited were female.

We continue on our Inclusion and Engagement journey, with a dedicated Inclusion webpage and an Inclusion & Wellbeing section on "Connect" our employee engagement App. Irish Cement's Family Friendly Policy Handbook was well received when circulated to all employees. New members have joined our Inclusion & Engagement Employee Resource Group (ERG) bringing fresh ideas on how to drive inclusion in the workplace. The group meets quarterly on a voluntary basis and comprises of employees from across the company.

We have a full Engagement and Wellbeing calendar of events across the year – celebrating International Women's and Men's Day, PRIDE, Allyship, we mark Inclusion & Respect Week, we also invite guest speakers in to talk about mental health, cancer prevention, addiction, neurodiversity, general health and wellbeing. In 2025 we recorded a video to celebrate International Women's Day, highlighting some of the remarkable women in our business. More recently, we hosted a Menopause Webinar open to all employees, both male and female.