



Gender pay gap report

2025 RSM Ireland

Introduction

I am proud to present RSM Ireland's second Gender Pay Gap Report.

Our profession has historically faced gender imbalances, and as a firm, we are determined to drive meaningful change. Since last year's report, we have continued to prioritise gender diversity and we are pleased to share several notable achievements:

Great Place to Work Certification was achieved, affirming our commitment to an inclusive, supportive and engaging workplace.

Furthermore, two thirds of the nine new partners and directors hired or promoted since the snapshot date of 30 June 2025 are female. This progress will be reflected in next year's gender pay gap results.

These achievements show that our actions are delivering real impact. Yet, we recognise there is more to do, particularly increasing female representation at the most senior levels. Our 'grow our own' strategy is key to building a strong pipeline of female talent, and as more women advance through the firm, I am confident we will see continued improvement.

We know lasting progress requires persistence. By fostering an inclusive culture and creating opportunities for all, we will achieve sustainable change. I look forward to sharing further progress next year as we continue shaping a future where every individual can thrive.



At RSM, our people are the foundation of our success.

We strive to create an environment where everyone feels a genuine sense of belonging and can bring their whole selves to work. Inclusion isn't just a value – it is how we unlock the full potential of diverse perspectives.

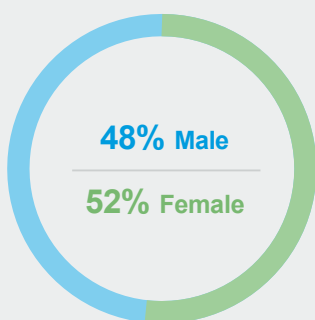
Empowered teams with varied experiences and ideas drive innovation and better outcomes. That's why we work closely with all stakeholders to ensure our culture celebrates difference and strengthens inclusion. For us, this is not optional, it is a business imperative.

Our clients represent a wide range of backgrounds and industries. To truly understand and serve them, we aim to reflect that same diversity within our own teams. This enables us to deliver insights that are relevant, authentic and impactful.

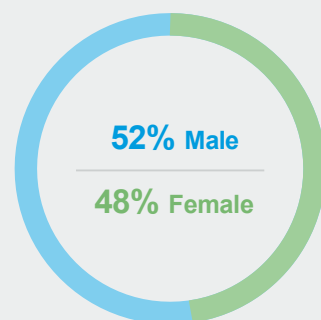
Embedding inclusion is a shared responsibility. Through everyday allyship and intentional actions, we create a workplace where everyone can thrive, feel valued and contribute authentically.

Figure 1: our workforce composition

FY25



FY24



52%

of our people are female, up from 48% last year.

65%

of our managers and senior managers are female, demonstrating a strong pipeline of talent for future leadership roles.



Our gender pay gap



The pay gap explained

The pay gap is different to equal pay. A gender pay gap is a measure of the difference between the average pay rates for men and women, whereas equal pay refers to the pay difference between men and women who carry out the same job or perform work of equal value.

Under Gender Pay Gap Regulations, we are required to report both the mean and median pay and bonus gaps along with pay quartile distribution and the proportion of employees receiving Benefit-in-Kind.

Calculating the mean

We add up the rates of pay of all men, and the rates of pay of all women, and then divide these figures by the total number in each group. We then report the percentage difference between these two figures as our mean gender pay gap.

Calculating the median

We list rates of pay for every man and every woman, and we report the middle point of each list as the median. We then report the percentage difference between these two figures as our median gender pay gap.

The below tables illustrate both our workforce composition, and our gender pay gap figures as of 30 June 2025, together with comparatives as of 30 June 2024.

Figure 2: our pay gap

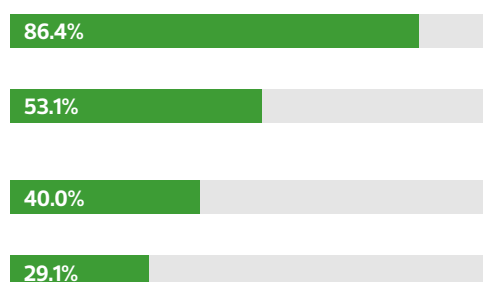
	Pay (all staff)		Pay (part-time staff)*		Pay (temporary contracts)	
	Mean gender pay gap	Median gender pay gap	Mean gender bonus gap	Median gender bonus gap	Mean gender bonus gap	Median gender bonus gap
FY25	42.5%	-0.3%	-100%	-100%	-0.2%	0.0%
FY24	22.5%	-16.0%	-100%	-100%	-2.5%	-7.1%

* All of our part-time staff as of 30 June 2024 and 2025 were female.



Figure 3: our bonus gap

FY25



Mean bonus gap

Median bonus gap

Percentage of men receiving a bonus

Percentage of women receiving a bonus

FY24

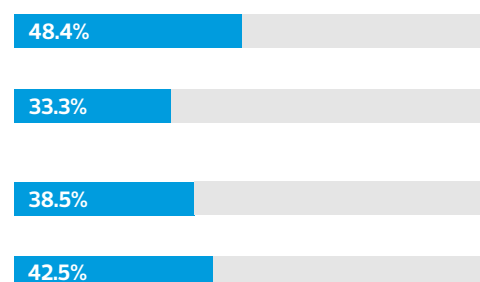
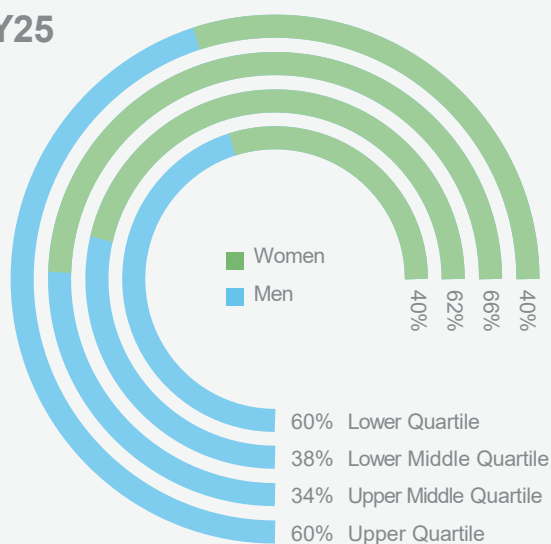


Figure 4: our hourly pay quartiles

FY25



FY24

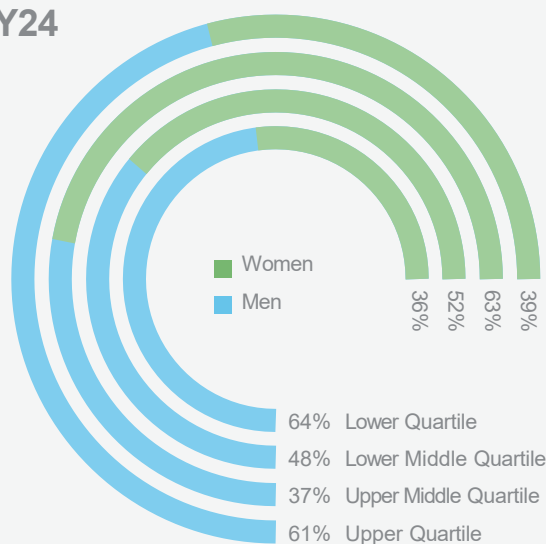


Figure 5: our BIK distribution

Proportion of employees who received BIK	2025	2024
Male (M)	100%	100%
Female (F)	100%	100%

Key insights

We are proud to report that the gender representation across the firm is now broadly balanced, with women slightly ahead at 52% of our workforce compared to 48% men (fig. 1). This milestone reflects our commitment to building a strong pipeline of female talent for the future.

Mean and median pay gap (fig. 2):

Our median pay gap is virtually balanced at -0.3%, demonstrating the progress we have made toward pay equity across the firm. However, our mean pay gap has increased to 42.5%, driven by a higher proportion of men in the upper pay quartile compared to women. This highlights the need for continued focus on increasing female representation at senior levels, particularly among partners and directors. Encouragingly, since 30 June 2025, we have made meaningful progress in this area, with six female partners and directors hired or promoted during this period.

It is also important to note that, unlike some other professional services firms, RSM is required to include partners in its gender pay gap calculations. If partners were excluded, our metrics would shift significantly in favour of women, resulting in a mean pay gap of 6.9% and a median pay gap of -14.6%.

Bonus distribution (fig. 3):

This year, more men than women received bonuses, reflecting the higher proportion of men in senior roles. While this has contributed to a wider bonus gap, we remain committed to creating greater balance and continue to focus on increasing female representation at senior levels to ensure more equitable outcomes in the future.

Hourly pay quartile distribution (fig.4):

The 2025 data shows strong female representation in the upper middle and lower middle quartiles, with women making up the majority in both. While the lower quartile continues to include a higher proportion of men, this reflects the current mix of entry-level roles, which can vary year to year and is not expected to be a long-term trend.

The upper quartile remains weighted toward men, driven by the greater number of men in senior positions. Addressing this imbalance at the top remains a key priority, and as noted, we have already made meaningful progress since 30 June 2025.

BIK distribution (fig. 5):

Under gender pay gap reporting obligations, we disclose the percentage of males and females receiving a benefit-in-kind. All employees are automatically enrolled in our death-in-service benefit scheme, and together with other benefits offered, this ensures that male and female employees receive benefit-in-kind on an equal basis.

Building the pipeline

The data confirms that we are on the right path in strengthening female representation at senior levels. Women now account for 64% of managers (55% in 2024) and 67% of senior managers (62% in 2024), a clear sign of progress in our management grades.

While challenges remain at director and partner level, where female representation stood at 31% and 8% respectively as of 30 June 2025, we have already seen improvement, with the figures rising to 42% and 13% based on promotions and confirmed hires at the time of publishing this report.

We are confident that the steps taken to date will translate into more women advancing to senior leadership roles in the medium term. Addressing this imbalance remains a priority as we strive for greater equity across all levels.

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Two thirds of the nine new partners and directors hired or promoted since the snapshot date are female.

Our actions



Talent development

Building a strong female talent pipeline through our 'grow our own' strategy which has resulted in three internal female promotions at director level in Q4 2025.

Appointing a Talent Development Director to lead initiatives to support the growth and progression of our people.

Expanding developmental opportunities for our management team including peer coaching, 1:1 coaching and management development programmes designed to support ongoing career progression.



Talent attraction

Continuing to apply a gender lens in everything we do to attract talent:

Using gender neutral language in job descriptions and job advertisements to remove bias and appeal to a diverse candidate pool.

Showcasing the achievements and career journeys of female colleagues in external campaigns to inspire and attract diverse talent.

Aiming for gender representation on interview panels where possible to reinforce inclusivity throughout the recruitment process.

Collaborating with institutes and universities to explore how the profession can attract more female talent and identifying ways to enhance their development and progression.

Deploying targeted executive search processes to maximise female candidate pools.

This approach has already delivered results, with four key external female hires at partner and director level in the last year.



Flexible working

Launch of updated Maternity Leave, Fertility Leave, Hybrid Working and Flexible Working policies in 2025 to provide greater choice and support during key life stages.

Offering part time working along with flexible start and finish times across the business. Notably, 100% of the uptake of these arrangements has been from female employees, highlighting their critical role in enabling career continuity.



Employee engagement

Participation in the Great Place to Work Survey, achieving an impressive 81% trust index score. This result reflects the confidence our people have in our culture and confirms that RSM Ireland is officially recognised as a Great Place to Work.



Employee benefits

Enhancing our 'Employee Benefits Package' to ensure we can support our workforce through both their personal and professional lives.



EDI awareness

Implementing unconscious bias training at management and senior leadership levels. These programmes are designed to build awareness, challenge assumptions and strengthen inclusive decision-making across the firm.

Supporting our leaders to understand how to manage and lead female colleagues effectively. This will include exploring inclusive approaches, identifying improvement areas and embedding behaviors that foster progress and equity.

Contact us

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