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# Gender Pay Gap Report

November 2025

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## Summary

We are committed to promoting equality of opportunity in all our working practices.

Our aim is to ensure that our workforce reflects the diversity of our customers. Every employee is treated with dignity and respect and given the opportunity to reach their full potential for the mutual benefit of the business and our employees.

Gender pay reporting legislation requires employers with 50 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

Cineworld Ireland has one employing entity with more than 50 employees and is therefore required to report on its gender pay gap.

The required disclosures are similar to that required by the UK legislation but there are additional "cuts" required including mean & median pay gaps for part-time employees and mean & median pay gaps for temporary / permanent employees.

We understand that all employees were identified as permanent and therefore temporary / permanent employee reporting is not required.

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# Calculations

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing People and Payroll records. The calculations are based on the pay and bonus data at 20 June 2025.

## Average gender pay gap as a mean average

-22.59%

## Average part-time gender pay gap as a mean average

-0.04%

## Average gender pay gap as a median average

-0.36%

## Average part-time gender pay gap as a median average

-1.67%

## QUARTILES

	% of Females	% of Males
LOWER (LOWEST PAID)	83.3%	16.7%
LOWER MIDDLE	35.3%	64.7%
UPPER MIDDLE	58.8%	41.2%
UPPER (HIGHEST PAID)	64.7%	35.3%

## BONUS CALCULATIONS

- BONUS GENDER PAY GAP AS A MEDIAN AVERAGE  
0.0%
- BONUS GENDER PAY GAP AS A MEAN AVERAGE  
0.0%
- PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

3.7% of Females received a bonus  
2.5% of Males received a bonus

## BENEFITS IN KIND

- PROPORTION OF MEN AND WOMEN RECEIVING A BENEFIT IN KIND

0% of Females received a bonus  
0% of Males received a bonus

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## Commentary

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The 2025 Gender Pay Gap Report presents a comprehensive analysis of gender-based wage disparities, shedding light on both persistent challenges and areas of progress within the workforce.

Firstly, this is the first year in which our organisation is required to publish a Gender Pay Gap Report in line with Irish legislation. We welcome the opportunity to provide transparency on our pay data and to reflect on the factors contributing to our results, as well as the actions we will continue to take to promote equity across our business.

The negative mean pay gap indicates that, on average, female employees earn more than male employees in our organisation in Ireland. This is influenced by the higher concentration of women in senior and higher-paid roles, which is also reflected in our pay quartile distribution. The median gap is close to zero, showing that when comparing the middle point of all salaries, pay between men and women is broadly aligned.

Our bonus gap is 0%, demonstrating that male and female employees receive bonus payments on an equal basis.

While these results are positive overall, we remain committed to ongoing monitoring, ensuring that our policies and practices continue to support fairness, consistency, and equal opportunities for all employees.

Cineworld continues to encourage our female employees to take on roles that are more senior and ensure that all development programmes are available to everyone irrespective of their gender.

Cineworld remains committed to continuing its good work in the whole area of gender pay in the years to come.

DIRECTOR'S SIGNATURE

I, Shaun Jones, Vice President of Operations, confirm that the information in this statement is accurate.

Signed



20 November 2025

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