



IE GENDER PAY GAP REPORT: 2024 / 2025

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INTRODUCTION



Malgorzata Moussa
CHO, UK & Ireland
UK & Ireland D&I Board
Executive Sponsor

“At ABB, we are committed to solving some of the biggest global challenges of our times – made possible by our exceptional employees who work every day towards this endeavour.

Our strength lies in our dedication to fostering a culture of diversity, inclusion, and belonging, while embodying the ABB core values of Courage, Care, Curiosity, and Collaboration.

In ABB Ireland, we take this commitment very seriously and can already see the evidence of our efforts in creating an equitable workplace for women.

I am delighted to publish the ABB IE Gender Pay Gap Report for 2024. While we take pride in the accomplishments highlighted in the report, we recognise that there is more work to be done, and our journey towards achieving equity for women is ongoing

Together, we will create an environment where everyone can thrive and make a meaningful impact.”

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DIVERSITY & INCLUSION



In Q4 2024, ABB Group launched our global D&I policy to complement our existing global D&I strategy and targets. This policy reflects our commitment to fostering an inclusive workplace where everyone can thrive, feel valued, and be empowered to come as they are. Implementing this policy is a collaborative effort that spans both

global and local levels, ensuring we address the unique needs of our diverse workforce. One of the ways ABB promotes D&I is through Encompass, a global network of employee resource groups that seek to create an environment of acceptance and inclusion for the differences that make us unique.

To complement our global strategy, we have established a UK & Ireland D&I Board. This board focuses on amplifying global D&I initiatives, raising awareness, providing training and self-development opportunities, and building local community partnerships.

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GLOBAL D&I TARGETS: 2030



50%

Female university hires



25%

Women in ABB Leadership
(19% by 2025)



Score

Year-on-year improvement
if inclusion score in
engagement survey



Policies

Well established for all dimensions



100%

Employees access to employee
resource groups (ERGs)

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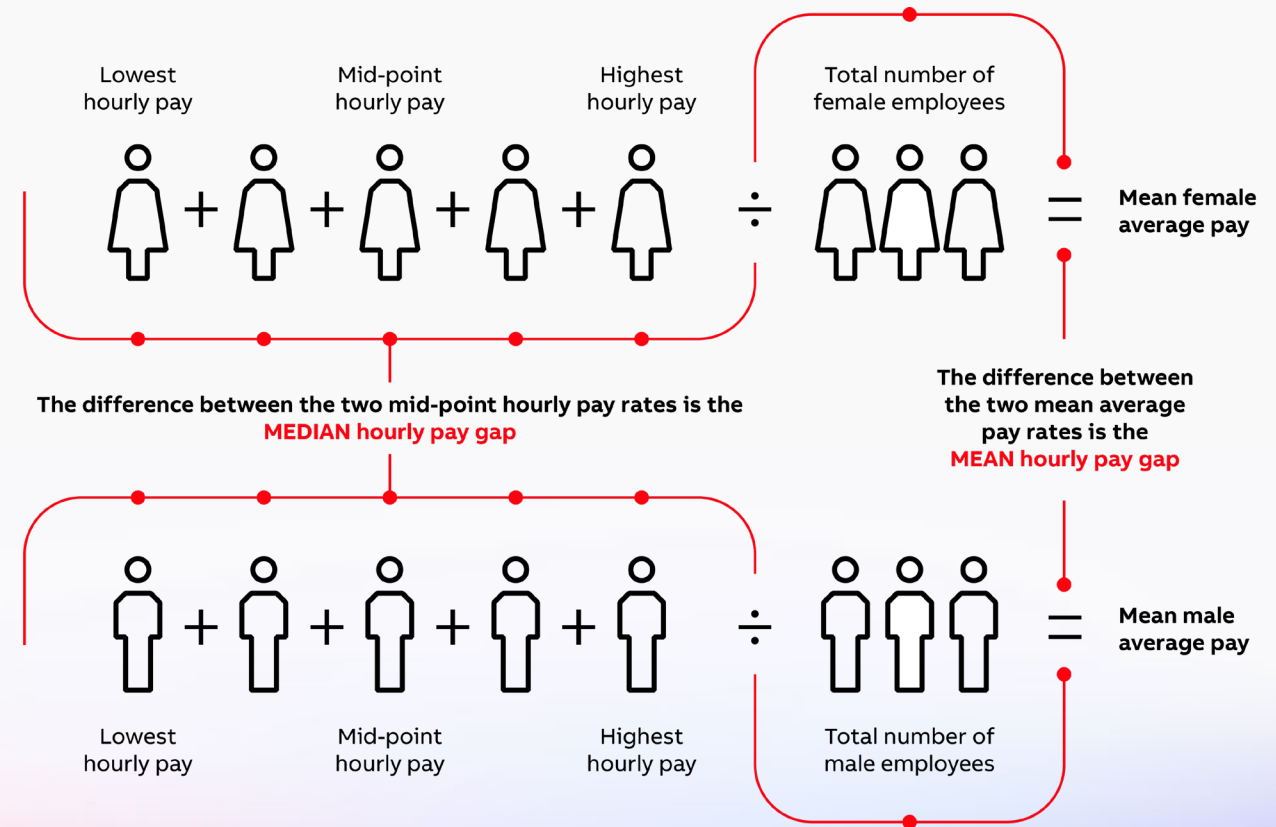
HOW IS THE GENDER PAY GAP CALCULATED?

Gender Pay Gap legislation in Ireland requires employers with 50 or more employees to publish their gender pay gap annually. The Irish government sets out how this information should be calculated, based on a snapshot of data taken in June of the reporting year, with publication required by December.

The gender pay gap is a comparative measure across organisations, industries, and sectors of the difference in the average (mean or median) pay of men and women – regardless of the nature of their work – across the entire organisation.

It can be driven by the different number of men and women across all roles, and averages can be affected by small volumes of high earners. The legislation also requires reporting on bonus pay gaps and the proportion of men and women in each pay quartile.

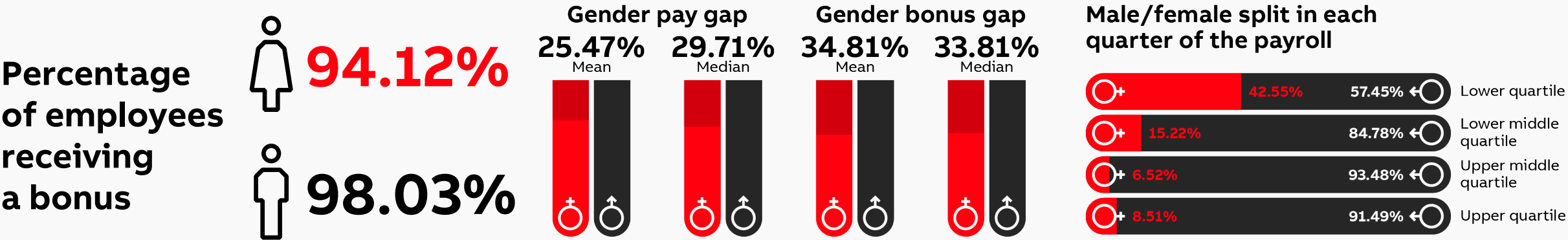
It's different from an equal pay comparison, which is a direct comparison of two or more people carrying out the same, similar, or equivalent work.



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OUR PAY GAP OVER THE LAST 12 MONTHS

This report is based on 186 employees working for ABB Limited in Ireland from reporting period 30th June 2024 to 29th June 2025. “Pay” includes basic pay, bonuses, and any premiums or allowances.



- We see reduced gender pay gap results with a mean (average) pay gap of **25.47%** decreased by 1.81% year-on-year, and a median (middle) pay gap of **29.71%** decreased by 5.42% year-on-year.
- **94.12%** of women and **98.03%** of men received a bonus payment. The mean bonus gap is **34.81%** decreased by 7.71% year-on-year, and the median bonus gap was **33.81%**, which was a decrease year-on-year of 7.88%.
- **3.22%** more females received a bonus payment compared to 2023.
- The proportion of females in the upper quartile has decreased by **0.5%**, and the proportion of females in the lower quartile has increased by **4.7%**.
- The proportion of females in the lower middle quartile has increased by **3.8%** and the proportion of females in the upper middle quartile has decreased by **0.2%**.

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WHY ARE THE GENDER PAY GAP FIGURES AS THEY ARE?

Our gender pay gap results reflect both the progress we've made and the structural challenges that remain. In 2024, we saw a **reduction in both the mean and median gender pay gaps** year-on-year. These improvements are encouraging and demonstrate that our ongoing efforts to create a more equitable workplace are having an impact.

However, the overall figures still highlight a significant gap, which is largely influenced by the **distribution of roles across the organisation**. A key driver of the pay gap is the **underrepresentation of women in higher-paid roles**, particularly in the upper quartile, where the proportion of females has decreased. At the same time, we've seen an increase in the proportion of women in the lower quartile and lower middle quartile, which further contributes to the overall gap.

On bonus payments, we've made progress in narrowing the gap, with the **mean bonus gap** and the **median bonus gap both reducing** year-on-year. Encouragingly, **more women received a bonus payment in 2024**, with an increase compared to the previous year. This reflects our commitment to recognising performance more equitably across genders.

While these figures show movement in the right direction, they also reinforce the importance of our continued focus on **talent development, inclusive hiring, and progression opportunities** for women, particularly into leadership and technical roles. We remain committed to driving meaningful change and creating a workplace where everyone can thrive, regardless of gender.



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OUR COMMITMENT TO CLOSING THE GENDER PAY GAP

Diversity and Inclusion is at the core of what we do at ABB. Our initiatives have continued to grow and evolve across the business, which help to turn our commitments into reality. These include:

Early Career Programmes

Reviewing partnerships that target women in STEM on a local level. Investment in 'Develop Diverse', which provides assessment of inclusive language for job advertisements and ensuring we have female representation at careers fairs.

Encompass Women

This global Employee Resource Group's mission is to ignite a culture within ABB of diverse talent, including women, that supports the development and retention of talent, creates an environment to connect and foster authentic relationships, and develops a framework to enhance the business & community daily.

Employee Engagement Survey

A dedicated annual focus and deep dive on employee feedback with regards to gender and inclusion.

Enhanced People Policies

Enhanced maternity and paternity leave, and flexible working to support all employees to thrive in both their home and work lives. A new volunteering policy to encourage a greater focus on corporate social responsibility.

Female Mentoring

Business led programmes focused on developing, strengthening and retaining our female talent pipeline, so that mentees have the best potential to fulfill more senior leadership roles.

International Women's Day

Every year, ABB raises awareness and celebrates IWD both globally and locally in Ireland. Each year has a dedicated campaign with previous examples including #AccelerateAction and #InspireInclusion.

Inclusive Recruitment

Unconscious bias training specifically for hiring process, targeted approach for global hiring strategy that is D&I led, and use of a gender decoder tool.

Annual Salary Increase Equity

An opportunity to review a salary comparison by gender to identify and address potential pay disparities.

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CAREER STORIES FROM THE ABB TEAM

Life at ABB – Ireland

Be part of progress
and shape the future
with us.

To strengthen our employer brand and attract top-tier talent, we launched a strategic campaign in early 2025 targeting over 25,000 engineering and technology professionals across Ireland’s leading industries – including IT, biotech, pharmaceuticals, and engineering. The objective was to increase brand awareness and engagement by showcasing our culture, values, and career opportunities through channels that resonate with technical audiences. By aligning our messaging with what matters most to these professionals – innovation, impact, and growth – we successfully positioned our organisation as a compelling employer of choice in a competitive market.



Gursimar Singh Ply
Intern – Ireland

[Find out more](#)



Sathya Chandrasekar
R&D Electronic Design
Engineer – Ireland

[Find out more](#)



Angela Meaney
Sales Manager – Ireland

[Find out more](#)



Tom Hakizinka Senga
Intern – Ireland

[Find out more](#)

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FINAL COMMENTS

“At ABB, we recognise that a diverse and talented workforce gives us a key competitive advantage. Diversity expands the pool of talent, bringing fresh perspectives and creativity for more innovations, enabling us to contribute to a better world. At ABB, we strive for a culture where individual differences are not only welcomed but celebrated.

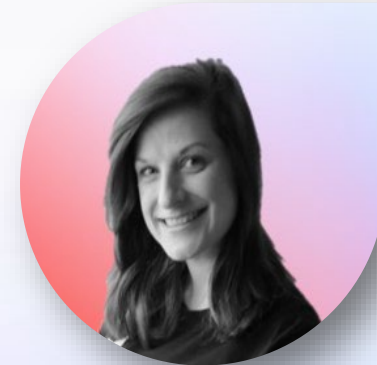
We are aware that the world is evolving, and we embrace the positive movement towards greater employee flexibility. This includes maintaining a healthy work/life synergy, breaking down barriers, and fostering an environment where everyone feels valued and empowered.

In my position as Country HRM and Chair of the UK & Ireland D&I Board, I remain committed to fostering a culture of inclusivity that puts people first. I am proud of the journey we are on and excited for what we can achieve together as we progress further. Looking to the year ahead, we aim to build on our successes through the following core areas:

- **Enhancing connection between D&I strategy & employees:** moving from ‘awareness’ to ‘interaction’.
- **Diverse talent & skills:** strengthening partnerships with targeted schools, colleges, and universities to focus on early career attraction.

- **Leadership & culture:** fostering positive cultural change through all levels of the business.

2025 is going to be another exciting year for ABB IE as we continue to grow our business and our culture.”



Chloe Redmond
CHRM, UK & Ireland
UK & Ireland
D&I Board Chair

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STATUTORY DECLARATION

We can confirm that the data and information in this report are accurate and meet the requirements of the Ireland Employment Equality Acts 1998–2015.

For and on behalf of ABB Limited:

Malgorzata Moussa
Country Holding Officer

Chloe Redmond
Country HR Manager

ABB