



FLYEFIT

fit

GENDER PAY REPORT 2025



**At FLYEfit, we're
committed to creating
an inclusive
community where
everyone feels
empowered to be
themselves, fully
supported, and truly
valued.**



FLYEfit is an Irish owned chain of Supergyms, catering for all levels of fitness and disciplines. Our mission is to make fitness accessible to everyone.

FLYEfit Ranelagh was the first gym in 2011 Ireland to have an online self-service model with all types of fitness under one roof.

Since then FLYEfit has been expanding with over 21+ gyms across Ireland.



Reporting on Gender Pay

Under Irish legislation, it is now mandatory for employers with 50 or more employees are required to publish gender pay gap information. In line with this legislation, the pay data of all colleagues employed by FLYEfit, either on a permanent or temporary basis, during the period 01st July 2024 to the 30th of June 2025 has been used to create this report.

A gender pay gap shows the difference between the average pay of all women and the average pay of all men, irrespective of any differences in the work they do. As a result, it's affected by the composition of the workforce, including the numbers of men and women in different types of jobs and at different levels of seniority.

Gender pay gaps are measured on a mean and median percentage. The mean data shows the percentage difference between the average hourly earnings for men, and for women, across all roles in Ireland. The median data calculates the percentage difference of the 'middle man' and the 'middle woman,' if they were all lined up in a row according to their salary.



Our 2025 Pay Results

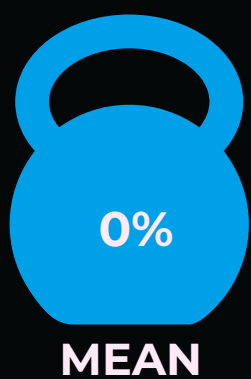
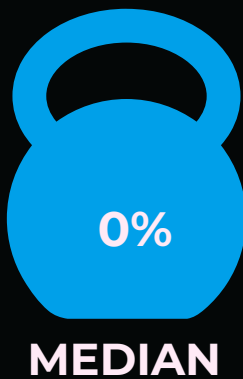
ALL CONTRACTS



PART-TIME



TEMPORARY

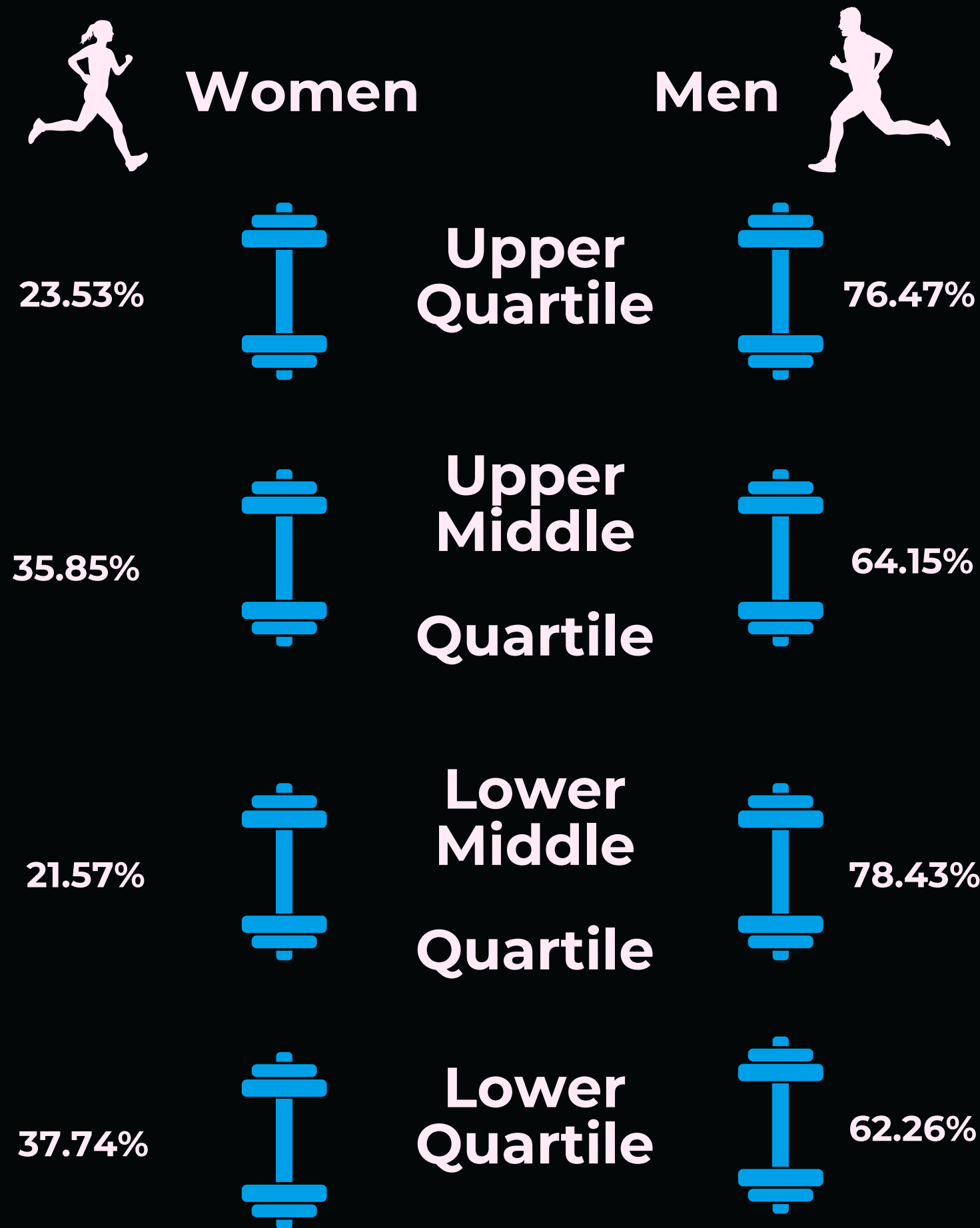


Understanding Our Data

Our median pay gap is -0.32, which means that the middle women earns -0.32 more than the middle man. Our mean pay gap is 1.98%. This means that the average hourly pay for men is 1.98% higher than for women.

The mean pay gap for part-time contracts is -23.40%, and the median pay gap is -4.29%, which shows that the average hourly rate for women on part-time contracts, and the rate for the middle woman, is more than their male equivalent. In relation to temporary contracts, the rate is 0% between men and women.

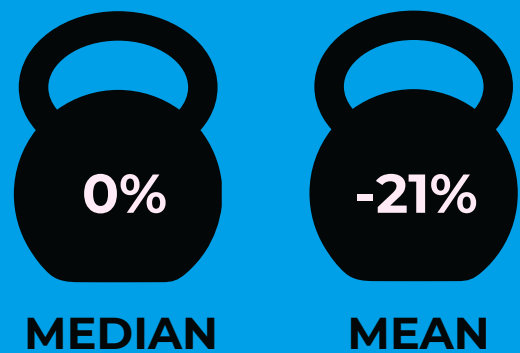
Quartiles



Our 2025 Bonus Results



All Contracts



In terms of bonus payments, 62.20% of women and 72.53% of men received a bonus during the reporting period. Our median bonus gap is 0%, and our mean bonus gap is -21%.

While there's so much to celebrate, we know there's always room to grow. At FLYEfit, we remain dedicated to prioritizing inclusion, actively listening, and learning, so we can continue making progress together.





We confirm that the published gender pay gap information is accurate
and meets the requirements of The Employment Equality Act 1998
(Section 20A) (Gender Pay Gap Information) Regulations 2024