



# Gender Pay Gap Report 2025

## Ireland

JYSK is an international home furnishing retailer with Scandinavian roots that makes it easy to furnish every room in any home and garden.

With more than 3,400 stores in 48 countries, JYSK employs over 30,000 people. Our goal is to be the first choice for employees in retail wherever JYSK operates.

In November 2025 JYSK will open its 30<sup>th</sup> Store in the Republic of Ireland

## **JYSK Values**

Our Scandinavian roots form the foundation of how we do business. As a value-driven company, we are guided by Scandinavian values such as honesty and respect – both towards customers and colleagues.

Our three core values – Tradesman, Colleague, and Corporate Spirit – are central to our company culture. These values, established by our founder Lars Larsen, express in a simple way the behaviour and attitude expected of all JYSK employees.

## **JYSK Culture**

At JYSK, we value talent and personality, and we reward engagement and dedication. Development and team spirit are key priorities and strive every day to be better than we were yesterday. We believe that fostering a culture of empowerment strengthens our company and drives success for us and our employees. As we continue to grow, we recognise the need for fast decision-making and action, which is why we value managers who trust their teams to make their own decisions and employees who take initiative and responsibility for their tasks.

Our approach to rewards and recognition is gender neutral by design and is reviewed on an annual basis.

At JYSK, we have set targets to ensure a more balanced gender representation

1. The JYSK board aims to be equal (at least 60-40) by the end of 2028
2. The JYSK Executive Management Team (EMT) aims to have a male/female representation rate of 70/30 by the end of year 2028
3. JYSK Management Team (JMT) aims to have a male/female representation rate of 70/30 by end year 2028

In the annual report, JYSK will account for and provide an update on the development in relation to the objectives and targets on gender balance on a yearly basis.

## Understanding our Gender Pay Gap

The Gender Pay Gap measures the difference between men and women's average pay within an organisation regardless of their role or work level. This is different to equal pay, which compares the pay of men and women who perform the same role or similar like roles rated of equal value.

It is important to state that JYSK, regardless of gender, we pay the same basic hourly rates of pay for our hourly paid employees for the same role. We strive to deliver fair pay to individuals regardless of their gender but acknowledge that gender pay gap can arise due to various structural and demographic factors.

The overall review of our gender pay data indicates that there is a fair even equality within our store employees across both Sales Assistants and Store Management Positions in terms of headcount and pay, which is seen within (Quartile 1 & 2).

In addition Female employees achieved bonus payments at a higher proportion than male colleagues.

The difference in average pay is predominantly due to a larger proportion of men in higher paid positions within the Head Office Support Roles (Quartile 4)

## Factors Influencing the Gap

Role Distribution – Men are more represented in Quartile 4, which includes more senior-higher paid roles

Lower Quartiles show more balanced representation, Higher proportion of women taking parental leave which suggests development disparity and impacts overall earnings



# JYSK Ireland

## Gender Pay Gap Figures 2025

Mean Pay is calculated by adding the total sum of male pay compared to the total sum of female pay.

Median Pay refers to the pay gap between the lowest paid colleagues and the highest paid colleagues

### Hourly Pay Gap

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|        |       |
|--------|-------|
| Mean   | 11.5% |
| Median | 2.5%  |

### Bonus Hourly Pay Gap

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|        |        |
|--------|--------|
| Mean   | -15.3% |
| Median | -29.1% |

### Hourly Pay Gap – Part Time Colleagues

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|        |      |
|--------|------|
| Mean   | 2.1% |
| Median | 1.6% |

### % Male & Female Paid Bonuses

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|        |       |
|--------|-------|
| Male   | 64.2% |
| Female | 84.5% |

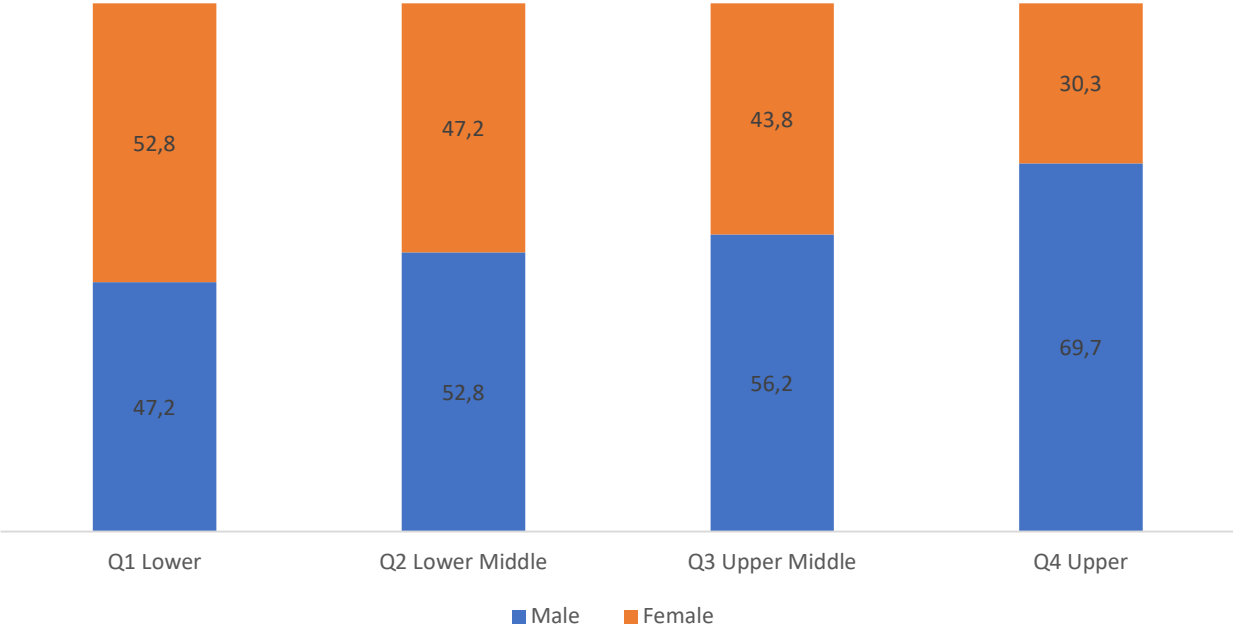
### % Male & Female BIK

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|        |      |
|--------|------|
| Male   | 5.0% |
| Female | 1.3% |

## Quartile Bands

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The data within the report was gathered on 1st June 2025, with a total headcount within Ireland of 356 employees.

JYSK remains committed to investing in a broad range of employee benefits that support the wellbeing and development of our teams, including;

- Leadership Development & Succession Planning
- Recruitment & Promotion Practices
- Retention
- Pay Review & Monitoring
- Awareness

We continue to focus on ensuring a workplace that is diverse, inclusive and reflective of the communities we serve.

