HOSTELWORLD
MEET THE WORLD

HOSTELWORLD.COM LIMITED

Gender Pay Gap Report

2026

Snapshot date 30 June 2026
Published in line with the Gender Pay Gap Information Act 2021



SECTION 01

Understanding the gender pay gap

It is important to distinguish between equal pay and the gender pay gap, as they measure different things. Equal pay means that men and women receive the same pay for doing the same job or work of equal value. The gender pay gap measures the difference in average earnings between men and women across an organisation as a whole, regardless of role, level or function. A gender pay gap can therefore exist even where employees are paid equally for doing the same work.

Equal pay

Men and women receive the same pay for doing the same job or work of equal value, allowing for legitimate differences such as tenure and experience.

Gender pay gap

The difference in average pay between men and women across the Hostelworld.com Limited workforce, irrespective of the role performed or level of seniority.

Mean pay gap

The difference between the average hourly pay of all male employees and all female employees.

Median pay gap

The difference between the midpoint hourly pay of all male employees and all female employees.

What this means: in a population with unequal numbers of men and women across different quartiles, a pay gap can exist even where there is equal pay. The gender pay gap is influenced by the distribution of men and women across different roles, teams and levels of seniority, and provides an important insight into representation, progression and workforce composition.

Our Irish workforce

At our snapshot date of 30 June 2026, Hostelworld.com Limited employed 123 people in Ireland.

56	67
men · 45.5%	women · 54.5%

We also reviewed part-time and fixed-term employees as part of our analysis. As these populations comprised female employees only during the reporting period, there is no gender pay comparison to report for these categories. These individuals are still considered within the overall metrics.

SECTION 02

Our 2026 gender pay gap

We are committed to creating an inclusive workplace where everyone has the opportunity to grow, develop and succeed. This is our second year publishing Gender Pay Gap information in Ireland. Our 2026 results show changes in both the mean and median hourly gender pay gaps compared with 2025, as well as continued differences in the distribution of men and women across roles, functions and levels of seniority.

Median hourly gender pay gap

19.72%

▼ **13.82pp** vs 33.54% in 2025

Mean hourly gender pay gap

19.06%

▼ **5.69pp** vs 24.75% in 2025

Both measures reduced year-on-year. A gender pay gap remains, and the results continue to be influenced by the overall distribution of men and women across our workforce.

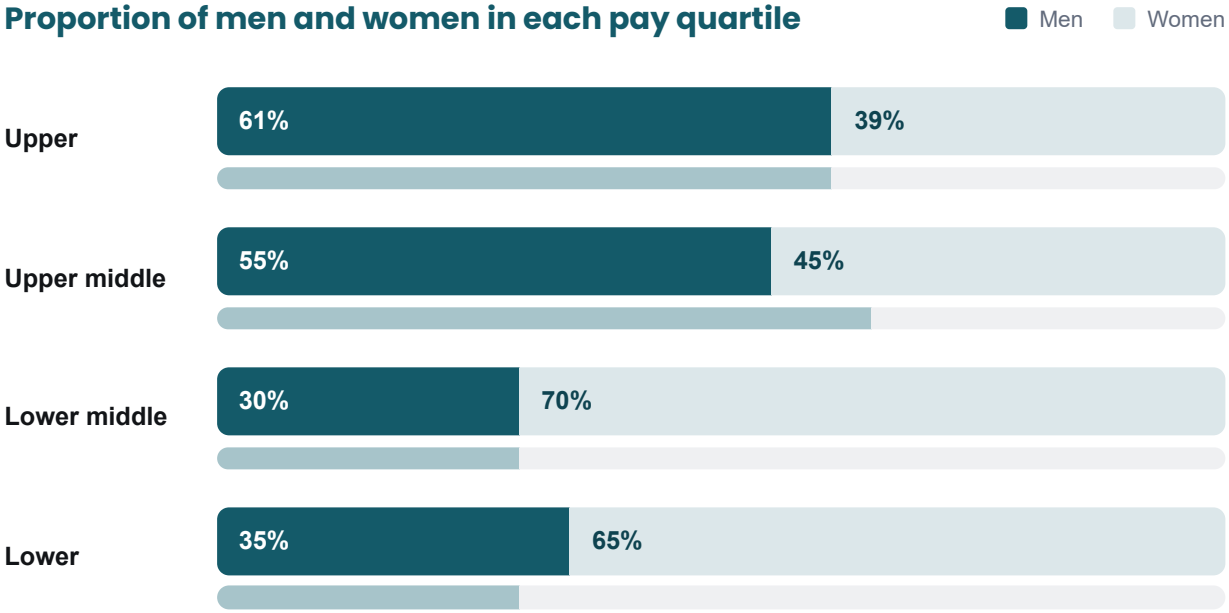
The gender pay gap is primarily influenced by the representation of men and women at different levels of seniority and across different functions, rather than by differences in pay for the same or equivalent work. Continued focus is required to understand and address the underlying drivers of the gap over time.

Both our mean and median hourly pay gaps narrowed in 2026. A material gap remains, driven by workforce composition rather than pay for equivalent work.

SECTION 03

What is driving our results?

The most significant factor influencing our gender pay gap continues to be the representation of men and women across our pay quartiles.



Thin bars show the 2025 position for comparison (upper 61/39, upper middle 65/35, lower middle 30/70, lower 30/70).

The upper pay quartile remains unchanged at 61% male and 39% female. In the upper middle quartile, female representation increased from 35% in 2025 to 45% in 2026, driven by changes in workforce composition, including female hires into this quartile and male leavers during the year. This quartile is relevant to monitor because it includes roles that may form part of the pipeline into more senior positions.

We also continue to see wider industry trends reflected in our workforce. As a technology business, we recognise that some specialist and technical roles continue to face sector-wide challenges in attracting diverse talent. Our international operating model and geographic distribution of roles also influence the composition of our Irish reporting population.

Overall, the year-on-year movement in our hourly pay gap is influenced by changes in workforce composition, the mix of joiners and leavers, and changes in gender representation across our pay quartiles.

SECTION 04

Bonus pay and benefits

Median bonus gap

-38.46%

▼ **52.61pp** vs 14.15% in 2025

Mean bonus gap

-69.97%

▼ **94.22pp** vs 24.25% in 2025

A negative figure means that the average bonus amounts included in the 2026 reporting period were higher for women than for men. The 2026 bonus results are not directly comparable to 2025 due to differences in the timing and composition of payments included within the reporting period.

These results were influenced by the timing and composition of bonus payments during the year. No annual Short-Term Incentive Plan (STIP) payment was made in respect of the applicable period and the bonuses included within the reporting period were primarily quarterly bonuses paid to eligible roles, where female representation is higher.

Access to bonus and benefits

Access to bonus and benefits remains consistent across the organisation. The small difference was due to timing of hiring new employees.

Received a bonus

100%	98.5%
of men	of women

Received a benefit in kind

100%	98.5%
of men	of women

SECTION 05

Building an inclusive workplace

Reducing the gender pay gap requires sustained focus on representation, development and progression over time. While there is no single action that will close the gap, we continue to invest in initiatives that support a more diverse and inclusive workplace.

Our approach is guided by our People Strategy and strengthened through our Investors in Diversity Gold accreditation, which recognises our commitment to creating an environment where everyone can thrive. We continue to focus on:

Attracting diverse talent

We use structured recruitment processes, inclusive hiring practices and gender-neutral job advertising to broaden our talent pools and reduce bias in hiring decisions. We also provide reasonable accommodations throughout the recruitment process and use structured assessment methods designed to support fair and consistent hiring outcomes. We continue to review our recruitment processes and employer branding to help attract and retain diverse talent and leverage our flexible remote-first model to widen access to opportunities across multiple locations, roles and life circumstances.

Broadening access to opportunities

We are committed to helping build a more diverse future talent pipeline by creating opportunities for individuals who may be underrepresented in the technology sector. In 2026, we continued our partnership with Teen-Turn, providing both two-week work experience placements and an eight-week summer internship for young women interested in STEM careers. We also supported the Digital Skillnet Women ReBOOT programme by offering an internship opportunity for a woman returning to the workforce, helping to build skills, confidence and experience in a technology-focused environment.

Supporting career growth

We invest in mentoring, development opportunities and leadership capability programmes that help employees build rewarding careers and progress within the organisation. This includes access to internal and external mentoring programmes, leadership development initiatives and learning opportunities designed to build capability and support career growth.

Our development opportunities are available to all employees and are designed to support career growth, build capability and create opportunities for progression across the business. Through mentoring, coaching, internal mobility and ongoing learning opportunities, we aim to ensure employees have the support and resources they need to develop their careers and reach their potential.

We recognise that representation at senior levels is an important factor in addressing gender pay gaps over time. By investing in career development and leadership capability, we seek to strengthen our pipeline of future leaders and support balanced representation across all levels of the organisation.

Creating an inclusive environment

We provide flexible and hybrid working arrangements alongside a range of family, wellbeing and inclusion-focused policies that support employees through different life stages and experiences. We regularly seek feedback from employees through our Have Your Say engagement survey and other employee listening channels. The insights gathered help inform our people priorities, development initiatives and policies, ensuring we continue to create an inclusive workplace where employees can thrive and progress. Feedback is reviewed at company, function and leadership level, with actions incorporated into our annual People Plan.

We continue to invest in creating a culture where everyone feels welcome, valued and able to contribute. During 2026, we progressed plans to introduce Employee Resource Groups (ERGs), including PrideWorld, providing opportunities for employees to connect, share experiences and help shape a more inclusive workplace. We complement this with inclusion learning, awareness initiatives and leadership development programmes designed to foster belonging and support employees at all stages of their careers.

Monitoring progress

We regularly review representation, progression and reward data, with oversight from senior leadership, ensuring that diversity and inclusion remain an important business priority. This includes ongoing work to strengthen pay transparency, support consistent and evidence-based reward decisions, and provide clearer information on pay structures over time.

SECTION 06

Looking ahead

The 2026 results show a reduction in both our mean and median hourly gender pay gaps and an increase in female representation within the upper middle pay quartile. The results also show that a material gender pay gap remains, primarily influenced by workforce composition and the representation of men and women across roles, functions and seniority levels.

Our focus remains on monitoring the factors that influence the gender pay gap, strengthening the pipeline into senior roles, supporting career progression, and continuing to build a workplace where everyone has equal opportunity to succeed.

We will continue to report the data transparently and explain the key factors influencing the results, whether those results show improvement, limited movement or deterioration. We will also continue to focus our actions where they can have the greatest impact.

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Published in line with the Gender Pay Gap Information Act 2021
and the Employment Equality Act 1998 (Gender Pay Gap Information) Regulations.

