

enÉrgia group



Gender Pay Gap Report

Ireland 2025

Introduction

Energia Group is a leading integrated and innovative energy company. We currently supply approximately 17% of the island of Ireland's total electricity requirements and are responsible for approximately 20% of wind power capacity installed on the island.

The Group primarily operates in both the Republic of Ireland and Northern Ireland through three business units:

- Renewables,
- Flexible Generation and,
- Customer Solutions.

This report represents the gender pay gap for our Republic of Ireland workforce only. Northern Ireland is not included in the statistics.



Our People Strategy

Our people are central to our business and our success. Energia Group strives to create a workplace where employees feel valued and empowered to give their best and feel a sense of achievement, inclusion and belonging. This report represents the gender pay gap for our Republic of Ireland companies. Our NI companies are not included in the statistics.

Our approach to our people, their development and the contribution that they make to our business and the communities we serve is guided by several values and principles. Our overarching objective is to provide an environment where people can thrive, and this is driven by the values of our People Strategy which is based on being Trustworthy, Dynamic, Resourceful and Community Focused.

By reflecting these values in our work, we aim to foster a positive, inclusive and safe work environment that enables people to develop and realise their potential. Aligned to these values, our People Strategy is rooted in

principles of responsibility and sustainability, both in terms of our work, and with regard to attracting, fostering and retaining the best talent. These principles are reflected in our alignment to the UN SDGs, specifically SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth), in relation to our People Strategy.

Achieving gender equality and providing a working environment for female colleagues to thrive in is a business priority for the Group, and one which has been ongoing for several years and will continue.



Inclusive Workplace

At Energia Group, inclusivity is at the heart of our organisation. A fair and inclusive workplace environment supports our people and the excellence of our offering to those we serve. Our approach is reflected in the policies and structures that underpin our recruitment, mentoring, development and reward activities that are open to all, and discriminate against none. We see inclusivity as essential to how we operate our business. For the past number of years, Energia Group has retained the Bronze Diversity Charter Mark from Diversity Mark NI in recognition of the Group's commitment to diversity and inclusion.



As part of our focus on inclusivity and equality across our organisation, we are focused on equality in pay and our Gender Pay Gap. Energia Group is committed to gender inclusivity and have embedded several networks and partnerships.

Women in Energy Network

Established in 2021, 'Women in Energy' is a network of colleagues from across the organisation who collaborate to celebrate and champion women at Energia Group by:

- Connecting women and allies, creating an environment of belonging
- Supporting personal and professional development of women
- Influencing positive change and providing a voice for women

Women in Energy has built a community for women returning from long-term leave, including maternity support, created an open and welcoming network where new

employees can forge connections and people in the early stages of their career can access advice and mentoring.

In Energia Group we pride ourselves on supporting women in the workplace and creating an inclusive culture where women can thrive. Our women's health policies, Pregnancy Loss and Fertility Treatment and the Manager's guidance document to support women through menopause continue to form part of the company's broader strategy of supporting all employees through every life stage and fostering a culture of inclusion.

International Women's Day

The acknowledgment and celebration of International Women's Day is an important annual activity of the Women in Energy Network. On 7 March 2025, the network held a Rise and Shine event to celebrate International Women's Day 2025 focusing on inclusion. Attendees heard from Energia Group's female senior leaders and listened to powerful insights from guests MEP Maria Walsh, and former Irish rugby international and Ireland women's most capped player, Lynne Cantwell.



Maria Walsh, MEP, at Energia Group's International Women's Day celebration

Gender Pay Gap

The gender pay gap represents the difference in average hourly earnings between men and women across the workforce. The mean reflects the overall average pay, while the median indicates the midpoint of pay distribution.

Equal pay for equal work is a legal requirement under the Employment Equality Acts 1998–2021. Energia fully complies with this legislation, ensuring men and women receive the same pay for like work, work rated as equivalent, or work of equal value, regardless of gender.

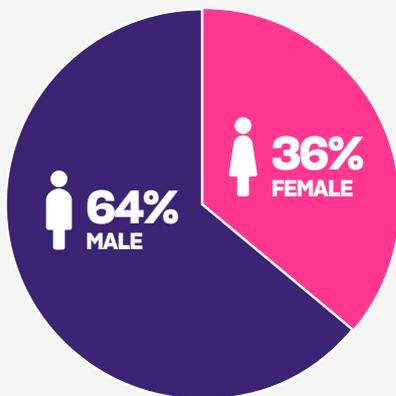
Gender Pay Gap Headline Figures

This report represents the gender pay gap of our Energia companies based in the Republic of Ireland and has been calculated using the Irish Government gender pay gap methodology.

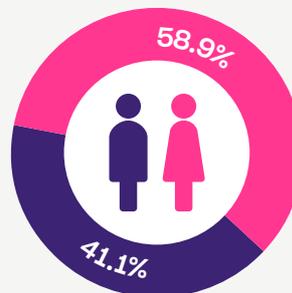
As of 30 June 2025, we employed 221 staff in the Republic of Ireland across Energia Customer Solutions Ltd, Energia Renewables Development Ltd, and Gensys Power Ltd.

To view the gender pay gap results for each company – please refer to the appendix.

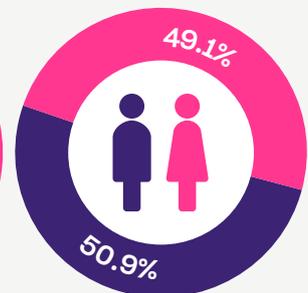
Gender Breakdown 2025



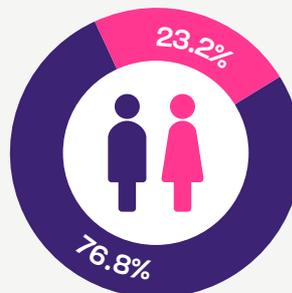
Pay Quartiles



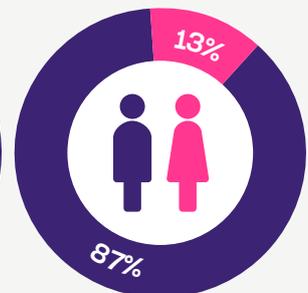
Pay Quartile 1:
Lower



Pay Quartile 2:
Lower Middle



Pay Quartile 3:
Upper Middle

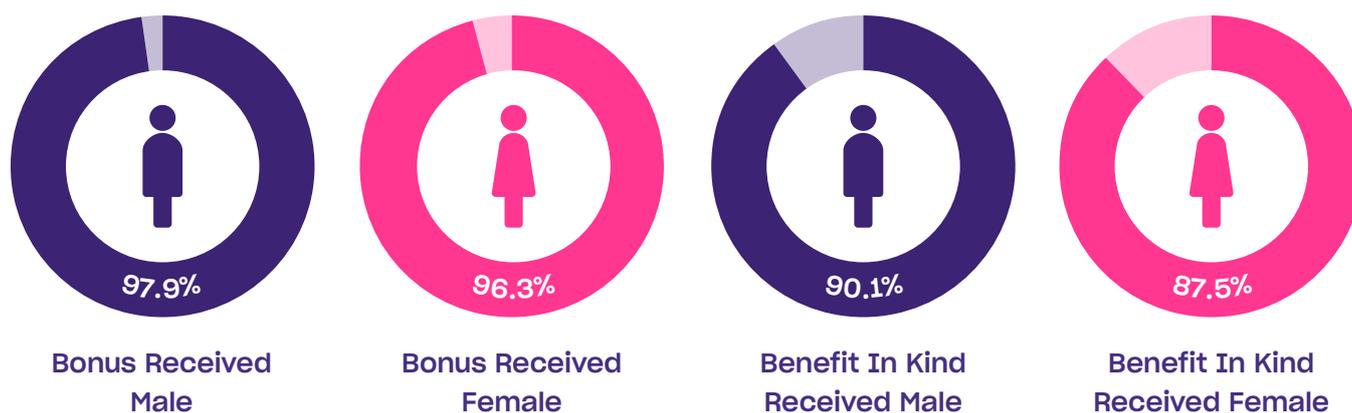


Pay Quartile 4:
Upper



	2024/25 Snapshot date 30 June 2025
Median Pay Gap	28.9%
Mean Pay Gap	35%
Median Bonus Pay Gap	44.3%
Mean Bonus Pay Gap	55.1%
Median Part-Time Pay Gap	56.76%
Mean Part-Time Pay Gap	56.76%
Median Temporary Contracts Pay Gap	40%
Mean Temporary Contracts Pay Gap	36.2%

Bonuses & Benefits



Analysis of the Gender Pay Gap

Energia Group want all of its employees to feel valued and we are committed to reducing our gender pay gap.

Energia has closed the median pay gap by 3.6% and the median bonus pay gap by 10.4%.

	2024/25	2023/24
Median Hourly Pay Gap	28.9%	32.5%
Mean Hourly Pay Gap	35%	37.5%
Median Bonus Pay Gap	44.3%	54.7%
Mean Bonus Pay Gap	55.1%	58.4%



From the analysis undertaken, The primary factors contributing to the gender pay gap are:

- **Leadership Representation:**
A higher proportion of men occupy senior leadership roles, which command higher salaries. Lower female representation in these positions impacts the overall pay gap.
- **Technical and Specialist Roles:**
Men are more prevalent in highly technical and specialist roles that attract higher salaries and additional payments, such as shift allowances and project-related bonuses. These roles are traditionally underrepresented by women and reflect broader STEM industry trends.

- **Power Station Workforce:**
The GenSys Power business has historically had low female representation. Male employees in this area typically have long tenure and benefit from legacy bonus plans, further influencing the gap.

Encouragingly female representation in the upper quartiles has increased since 2023/24:

- Quartile 4 has increased from 10% to 13%
- Quartile 3 has increased from 18.2% to 23.2%

This is primarily due to successful promotions of women into senior leadership roles, helping to narrow the gap.



Engineer's Week

Addressing our Gender Pay Gap

We remain committed to reducing the gap by continuously evaluating the effectiveness of our Gender Pay Action Plan.

Successes to Date:

- Recently partnered with Sisters IN and STEM Passport for Inclusion to mentor secondary school students, encouraging young women to explore STEM career paths.
- Continuing our partnership with Riley to provide free period care products across the Group
- The Women in Energy Network has expanded their initiatives, offering events that showcase female role models, share experiences, and promote health and wellbeing.
- Revised our Bonus Policy to guarantee full-pay bonuses for employees on family-friendly leave.
- Grown our female representation in our Graduate cohorts up to 50% and remain focused on future development.
- Successfully promoted a higher number of women into Senior roles (quartile 4)

Looking Ahead:

Our focus remains on driving gender balance and strengthening female leadership representation across the Group. This will be actioned through:

- Robust Succession Planning
- Introduction of ambitious KPIs
- Leadership Development Opportunities
- Partnering with the 30% Club



Appendix



Energia Customer Solutions Ltd

	Reporting Criteria Difference in the hourly pay of male and female employees:	Gap		
1	All employees - mean	36.2%		
2	All employees - median	13.5%		
3	Part-time employees - mean	N/A		
4	Part-time employees - median	N/A		
5	Temporary employees - mean	36.15%		
6	Temporary employees - median	39.98%		
7	Difference in the mean bonus pay received by male and female employees	63.1%		
8	Difference in the median bonus pay received by male and female employees	24.4%		
9	Difference in the percentage of male and female employees paid bonuses	Female	Male	
		96.50%	97.80%	
10	Difference in the percentage of male and female employees who received benefits-in-kind	Female	Male	
		86.00%	89.00%	
11	Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands	Lower	Female	Male
			61.54%	38.46%
		Lower Middle	62.07%	37.93%
		Upper Middle	55.56%	44.44%
		Upper	29.41%	70.59%

Appendix cont'd



Gensys Power Ltd

	Reporting Criteria Difference in the hourly pay of male and female employees:	Gap		
1	All employees - mean	26.7%		
2	All employees - median	28.0%		
3	Part-time employees - mean	N/A		
4	Part-time employees - median	N/A		
5	Temporary employees - mean	N/A		
6	Temporary employees - median	N/A		
7	Difference in the mean bonus pay received by male and female employees	39.8%		
8	Difference in the median bonus pay received by male and female employees	46.6%		
9	Difference in the percentage of male and female employees paid bonuses	Female	Male	
		100.00%	97.00%	
10	Difference in the percentage of male and female employees who received benefits-in-kind	Female	Male	
		100.00%	92.00%	
11	Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands		Female	Male
		Lower	25.00%	75.00%
		Lower Middle	18.18%	81.82%
		Upper Middle	0.00%	100.00%
		Upper	3.85%	96.15%

Appendix cont'd



Energia Renewables Development Ltd

	Reporting Criteria Difference in the hourly pay of male and female employees:	Gap		
1	All employees - mean	36.2%		
2	All employees - median	25.9%		
3	Part-time employees - mean	N/A		
4	Part-time employees - median	N/A		
5	Temporary employees - mean	N/A		
6	Temporary employees - median	N/A		
7	Difference in the mean bonus pay received by male and female employees	56.6%		
8	Difference in the median bonus pay received by male and female employees	32.3%		
9	Difference in the percentage of male and female employees paid bonuses	Female	Male	
		95.00%	100.00%	
10	Difference in the percentage of male and female employees who received benefits-in-kind	Female	Male	
		89.00%	87.00%	
11	Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands		Female	Male
		Lower	77.78%	22.22%
		Lower Middle	46.67%	53.33%
		Upper Middle	23.08%	76.92%
		Upper	9.09%	90.91%

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