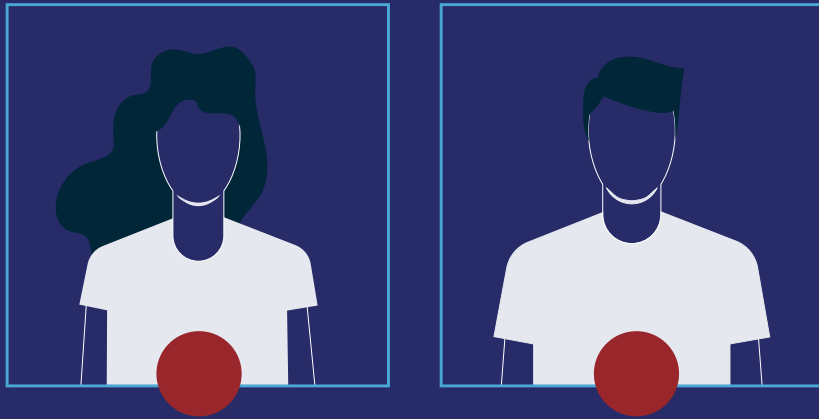


Gender Pay Gap Report



HR Message

Introduction

I am pleased to introduce our first Gender Pay Gap report and in doing so reaffirm our commitment to transparency and fairness.

As a business, we are committed to ensuring we create and facilitate an environment where our people feel valued, important, and fulfilled in their work here. We understand and advocate for transparency, which is key to this commitment. Over the last few years, we have welcomed many legislative changes that encourage our teams to balance work and family life.

The data used in our analysis was accessed from our HR payroll system and covers the period between 1st June 2024 and 31st June 2025 inclusive, using a snapshot date 20th June 2024. There were 69 employees at Ntron during the reporting period. This includes those who may have since left the business.

At Ntron, our workforce is comprised of 55% males and 45% females. The overall pay profile reflects the types of roles within the organisation, many of which are engineering and field technician positions, these areas where the wider talent market continues to be predominantly male.

In addition, roles that include performance-based remuneration, such as bonuses and commissions, are more common within sales functions. As a larger proportion of these roles are currently held by men, this contributes to the difference observed in mean bonus pay between male and female employees.

Denise Harford, Human Resources Manager
Ntron Ltd, a DwyerOmega brand

Reporting Requirements

In 2021, Ireland took an important step toward greater workplace equality with the introduction of the Gender Pay Gap Information Act. From June 2022, this legislation has required organizations across Ireland, including DwyerOmega brand Ntron Ltd., to show how we reward our people.

Each year, employers like us must take a close look at pay data to ensure transparency and accountability. This compliance exercise provides an opportunity to understand where we are today and how we can continue to build a workplace where everyone can thrive.

To meet the reporting requirements, we calculate and share several key figures:

- **Mean Gender Pay Gap** – the average hourly difference between men and women across full-time, part-time, and temporary roles.
- **Median Gender Pay Gap** – the midpoint comparison between male and female earnings across those same categories.
- **Pay Quartiles** – the proportion of men and women across four equally sized pay bands: lower, lower-middle, upper-middle, and upper quartile.
- **Bonus Pay** – the percentage of male and female employees who received bonus payments.
- **Benefits-in-Kind** – the percentage of male and female employees who received non-cash benefits.

At Ntron, these figures help us to report, reflect and act. Understanding the data allows us to continue shaping a culture built on fairness, transparency, and opportunity for all.



How We Calculate the Figures

Median vs. Mean

The median pay gap represents the midpoint of earnings for men and women in our business. We arrange all employees' hourly pay from lowest to highest and identify the middle value for each group. Comparing these two medians gives us the median pay gap.

The mean pay gap reflects the average pay across all employees. We calculate this by adding up the total hourly pay for women and dividing it by the number of women, and then repeating the same calculation for men. The difference between these averages gives the mean pay gap.

Quartiles

To provide further insight, we divide all employees into four equal pay quartiles, based on hourly earnings from lowest to highest. This helps us understand how men and women are represented across different levels of the pay structure.

Understanding the Data

Gender Bonus Gap

The bonus gap measures the difference in the total value of bonuses received by men and women across the business. This figure helps us understand how performance-related rewards are distributed and supports our commitment to fair recognition.

Pay Quartiles

- The lower quartile represents the lowest-paid 25% of our people.
- The upper quartile represents the highest-paid 25%.
- The lower middle and upper middle quartiles represent the groups in between.

Within each quartile, we report the percentage of men and women to show how genders are represented across different levels of pay.

Benefits in Kind

We also report on benefits in kind (BIK), which are non-cash benefits of monetary value, such as health insurance. While most of our people benefit from pension provision, pensions are not defined as a benefit in kind under Irish legislation and are therefore excluded from these figures.

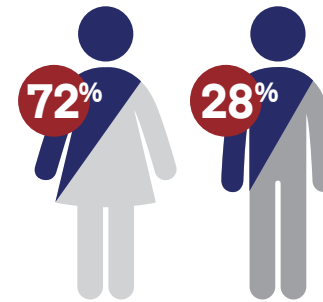
Our Gender Pay Gap Results

Remuneration

1.59% Mean hourly pay gap	2.7% Median hourly pay gap
19% Mean hourly pay gap part time	18.6% Median hourly pay gap part time
1.24% F received a bonus	5.32% M received a bonus
14.29% F receive BIK	85.7% M receive BIK

Pay Quartiles

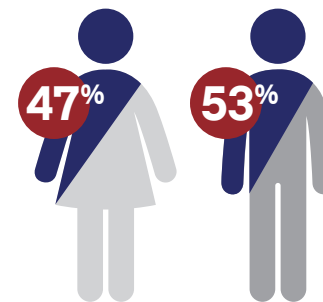
% of males and females when divided into four quartiles ordered from lowest to highest pay.



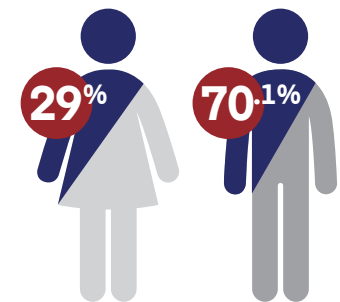
Lower remuneration
quartile pay band
Female 72% Male 28%



Lower middle remuneration
quartile pay band
Female 29% Male 70.6%



Upper middle remuneration
quartile pay band
Female 47% Male 53%



Upper remuneration
quartile pay band
Female 29% Male 70.1%

Our Commitment

At Ntron, we believe that attracting, developing, and retaining great people begins with fairness. Gender has no place in our decision-making - talent, contribution, and potential are what matter most.

We are dedicated to creating opportunities for growth and progression within our business. By promoting from within and supporting internal mobility, we encourage our people to build fulfilling, long-term careers with us.

Fairness sits at the heart of every stage of our recruitment and selection process. A consistent and transparent scoring system ensures that all candidates are assessed objectively, based on skills and experience alone.

With the addition of diversity and inclusion questions in our hiring process, we continue to strengthen our commitment to building diverse teams that reflect the communities we serve and bring a broad range of perspectives to our work.

We also benchmark salaries regularly against local market data to ensure every colleague is fairly rewarded for their role, expertise, and contribution.

Finally, we continually review our merit and recognition programs to ensure that performance and excellence are recognized and rewarded equitably across our organization.

