

An aerial photograph of a coastal landscape. In the foreground, there are dark, layered cliffs meeting the sea. Beyond the cliffs, there are vast green fields, some with winding paths. In the distance, a body of water is visible under a clear sky.

Entegro

Building Digital Networks for Future Generations



*Gender Pay Gap Report
Ireland 2024*

Introduction & Summary

Entegro is at the forefront of Telecommunications technology, designing and deploying gigabit networks for future generations.

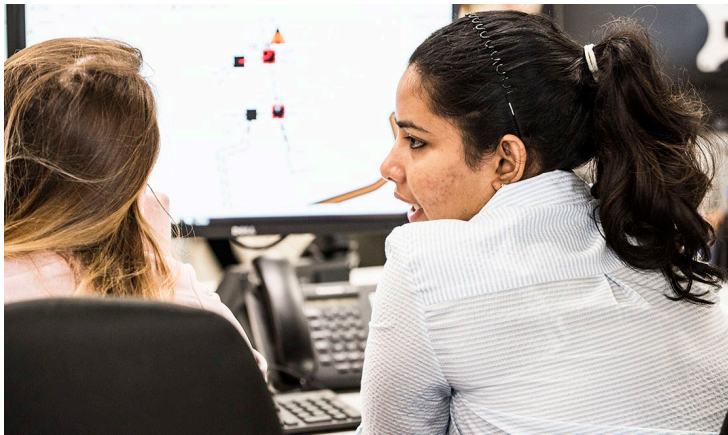
We are proud to be industry leaders, working with communities, industry and service providers, to empower and connect people, homes and businesses, in urban and rural areas

Entegro offers fully managed, outsourced solutions or combinations of individual component services, as required. All backed by Entegro's commitment to quality, communication and social responsibility.

For the first time Entegro is reporting on Gender Pay Gap as we now have 250 plus employees. The purpose of this report is to determine the difference in hourly pay between men and women in our organisation. However, it should be noted that the basic hourly rate of pay for colleagues who perform the same role is not influenced by gender.



Gender Gap Report Findings - Entegro Ireland



Key Metrics Explained

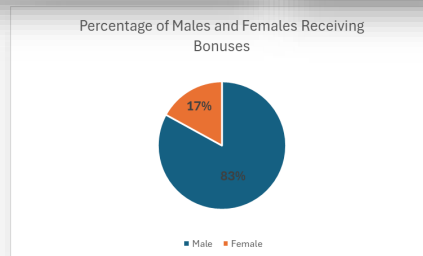
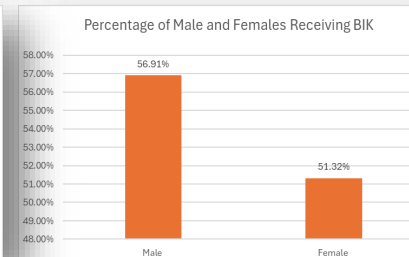
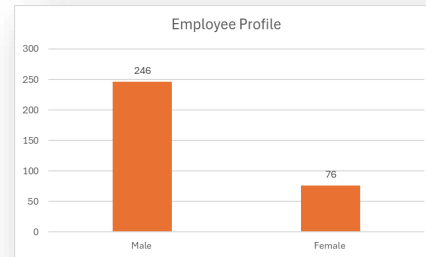
The Mean Pay Gap - The mean gender pay gap is the difference between women's mean hourly pay and the men's mean hourly pay. The mean hourly pay is the average hourly pay, including bonus, across the organisation.

The Median Pay Gap - the median gender pay gap is the difference between women's median hourly pay (the middle paid woman) and men's median hourly pay (the middle paid man) the median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay, including bonus, of the person in the middle.

The Quartiles - are calculated by splitting all employees within entegro into four even groups according to their level of pay. Looking at the proportion of men and women in each qualities gives an indication of the gender representation at different levels of the organisation.

Gender	Representation Per Quartile			
	Upper	Upper Middle	Lower Middle	Lower
Male	72%	77%	78%	77%
Female	28%	23%	22%	23%

Mean Gender Pay Gap %	Median Gender pay Gap %
-0.9%	0.8%



Understanding the Pay Gap

The quartiles indicators are largely driven by the fact that we have more men in senior positions. It is also because of certain areas of the business that are industry related male dominated.

All of our employees regardless of grade or tenure, receive benefit in kind. This includes our flexible benefit program which offers a suite of benefits to all employees after successful completion of probation period. All employees have access to employee assistance program, permanent health insurance, life assurance and eye tests.

