



Gender Pay Gap Report 2026

REPUBLIC OF IRELAND



INTRODUCTION

At Omexom, we are committed to people and success, recognising that our people are at the heart of achieving the energy transition. We perform at our best when our people and our business progress together, and our success depends on the skills, commitment and expertise of our teams. Creating an environment where everyone has the opportunity to develop and progress is part of our values and culture. Transparency in areas such as gender pay gap reporting helps us to understand where we are making progress and where further action is needed to build a more balanced and inclusive workforce.

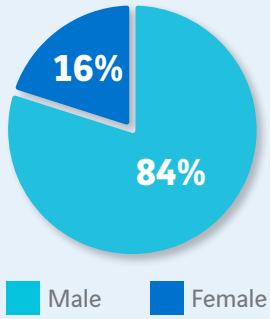
This is the first gender pay gap report for Powerteam Electrical Services Limited, Omexom's business in the Republic of Ireland. It is published under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, as amended, and covers the twelve months to 30 June 2026.

We recognise that improving gender balance in a traditionally male-dominated sector is a long-term challenge. Progress will take time, but we are committed to creating an environment where women are attracted to our industry, supported to develop their careers and able to progress into senior roles.

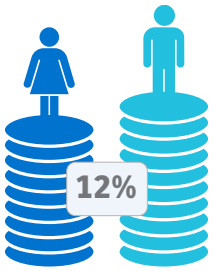


GENDER PAY GAP RESULTS

Our workforce reflects the wider electrical engineering industry, which remains male-dominated. Women are under-represented across the company, particularly in site and technical roles.



Mean Result

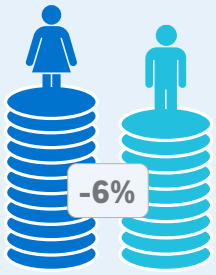


Mean gender pay gap

Our mean gender pay gap is 12%: on average, men are paid more per hour than women. This is our first report, so there is no previous year to compare with; from next year we will report how the gap has moved.

Median Result

Our median gender pay gap is -6%: at the midpoint of hourly pay, women are paid more than men. Median figures are sensitive to changes around the middle of the pay range and, given the relatively low representation of women across our workforce, changes in a small number of roles can move the figure noticeably from one year to the next.

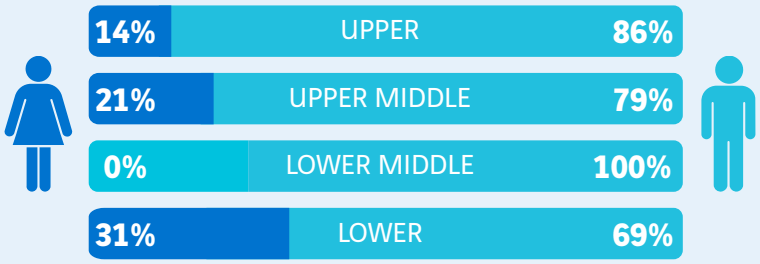


Median gender pay gap

On average, women earn 88c for every €1 earned by men at Omexom in Ireland. At the midpoint of hourly pay, women earn €1.06 for every €1 earned by men.

Pay Quartiles

Our quartile analysis shows female representation varies across the pay distribution and is strongest in the lower and upper-middle quartiles. Women remain under-represented in the upper quartile and are currently not represented in the lower-middle quartile. This reflects the distribution of women and men across different roles within our business and remains an important area for us to monitor as our workforce develops.



Our workforce profile influences the gender pay gap. The majority of our site-based roles are held by men, while female representation is greater within office-based roles. Site roles also attract additional earnings through overtime, which contributes to higher average hourly remuneration for men. Increasing female representation across site and technical roles will therefore be important to reducing our gender pay gap over time.



Our bonus pay analysis indicates that women who received a bonus were paid more on average than men. Given the relatively low proportion of women receiving a bonus, individual payments can have a significant impact on the mean and median bonus pay gap figures.

The benefit in kind analysis shows that men were proportionately more likely than women to receive a benefit in kind during the reporting period. Our health cash plan is available to all employees, although participation is optional, while other benefits such as medical insurance and company cars are more commonly provided in senior roles, where female representation is currently lower.

We have no part-time employees, so the part-time gender pay gap measures do not apply. As all relevant employees on temporary contracts were men, it is not possible to calculate a gender pay gap for this group. These employees are included within our overall gender pay gap figures.

CLOSING THE GAP - OUR ACTIONS & COMMITMENTS

Our analysis indicates that the gender pay gap is primarily influenced by the distribution of women and men across different roles within our business. Closing the gap in a traditionally male-dominated industry is a long-term challenge that needs ongoing commitment.

Our approach is part of our wider People and Development strategy and is underpinned by our values. Rather than treating gender pay gap reporting as a standalone exercise, we focus on the workforce structures that shape representation, progression and reward, through four key strategies:

Attracting Female Talent

We will focus on attracting more women into site and engineering roles through our apprenticeships, graduate intake and recruitment approach. This includes taking positive action to encourage applications from women and increasing female representation in our external communications.



Developing & Progressing Women



Supporting progression is critical to achieving long-term change. We will focus on ensuring all employees have access to development opportunities and are encouraged to progress into senior and leadership roles. This includes transparent promotion processes, development conversations, and leadership capability programmes. These initiatives are designed to support the progression of women into roles where representation is currently lower.

Retaining Talent Through Inclusive Policies

We recognise that retention is critical to sustaining progress. We will support flexible working and regularly review our family friendly policies, as well as wider wellbeing initiatives to support and enable employees to succeed at different stages of their careers. We will ensure our policies remain competitive, inclusive and supportive to enable women to build long term careers within Omexom.



Inclusive Leadership & Accountability



We will continue to strengthen inclusive leadership through management training and development, equipping leaders with the skills to manage diverse and flexible teams in line with our culture and values. Our workforce data will be monitored to enable us to understand trends, identify barriers and focus our actions where they will have the greatest impact.

OUR ONGOING COMMITMENT

Our gender pay gap reporting forms part of our wider commitment to understanding and addressing the factors that influence representation and reward across our workforce. We will continue to monitor our data, review the impact of the actions outlined above and refine our approach as our workforce develops, supporting measurable and sustainable progress over time.

As part of the VINCI group, we remain aligned to the ambition for 30% of management positions to be held by women by 2030. We will continue to invest in inclusive recruitment, development and progression opportunities that support this goal and help translate early career progress into senior leadership representation.

I confirm that the gender pay gap information published for Powerteam Electrical Services Limited is accurate and has been calculated in accordance with the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, as amended.



Simon Innis
Managing Director
Date: 30 November 2026