



A company of R&S

GENDER PAY GAP REPORT 2025



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Foreword

“People are the
heart of our
business”

Kyte Powertech Ltd is an Irish business and part of the R&S Group, combining local expertise with global strength as a leading manufacturer of distribution transformers. We live by our values of Energy Expertise, Responsive Ingenuity, Powerful Connections and Customers at our Core.

We thrive on our diverse workforce, which is enriched by 30 nationalities. Our commitment is to consistently deliver customer value and satisfaction through products and services, with world-class leadership, continual improvement, employee development, social responsibility, and leading energy efficiency, while protecting the environment and the health and safety of employees and reducing our carbon footprint.

People are the heart of our business. Continuously improving the experience of people at work supports our growth and progress. The challenges Kyte Powertech faces with regard to the Gender Pay Gap are quite remarkable. We are operating in an Industry where there is great difficulty in attracting women and where our long service provides a legacy of a male-dominant environment since 1977.

The generation of this, our fourth Gender Pay Gap report represents a marker from which we can create further improvement. This is an opportunity for our company to review what works, where the obstacles or challenges are, and what actions we need to take to overcome the necessary changes.

Reporting Gender Pay Gap -an overview

The Gender Pay Gap Information Act 2021 was signed into law on 13th July 2021 and have placed reporting and publication obligations on both private and public sector employers.

As an organisation with more than 250 employees, Kyte Powertech is required to report our gender pay gap for the fourth time in November 2025. This report is to be published on our website.

Kyte must report on different measures, based on a snapshot of pay data chosen in June 2025. The reporting period is the 12-month period immediately preceding the snapshot date.

Within this report where any pay gaps are identified, we will set out the reasons and the measures being taken, or proposed to be taken, to eliminate or reduce any such pay gaps.

Reporting Requirements

Bonus proportions — the proportions of male and female relevant employees who received bonus remuneration during the relevant period

Benefit in kind proportion — the proportion of male and female relevant employees who received benefit in kind during the relevant period

Quartile pay bands — the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

Mean gender pay gap — the difference between the mean hourly remuneration of relevant employees of male and that of relevant employees of the female gender (of part-time employees and of temporary contract employees).

Median gender pay gap — the difference between the median hourly remuneration of relevant employees of male and that of relevant employees of the female gender (of part-time employees and of temporary contract employees)

Mean bonus gap — the difference between the mean bonus remuneration of relevant employees of the male and that of relevant employees of the female gender.

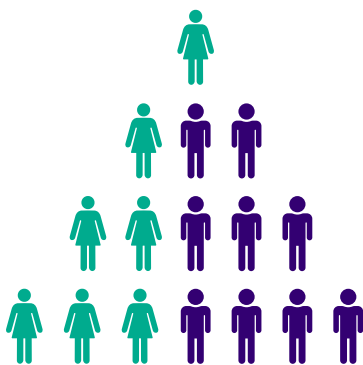
Median bonus gap — the difference between the median bonus remuneration of relevant employees of the male and that of relevant employees of the female gender

What is the Gender Pay Gap?

The gender pay gap can be easily confused with equal pay, which is a legal requirement that men and women be paid equally for similar work.

The Gender Pay Gap

Is not unequal pay — it is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualification, or experience.

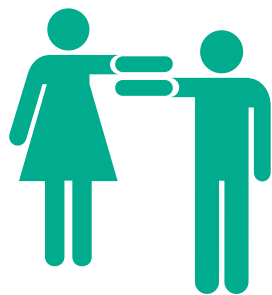


The gender pay gap is calculated by taking all employees across an organisation and comparing the average pay between men and women. Reporting annually is an important way to track how recruitment, reward, and progression decisions impact the achievement of a diverse, inclusive workforce.

NOT TO BE CONFUSED WITH

Equal Pay

Is paying the same to all employees for undertaking the same or similar work.



The principle of equal pay does not mean that all workers must be paid equally. It means that any pay differences must be based on objective criteria, not related to gender.

Equal pay looks at the difference in men and women's pay for the same or similar work.

In Kyte Powertech, we review pay to ensure that there is consistency between roles and employees within roles, in this regard, we believe we are an equal and fair employer. We believe that, at Kyte Powertech, we do not have an issue in terms of pay equality, but the relatively low number of women in our business overall is a challenge.

Gender Pay Gap Data

The reference point for data included in this year's report is **1st June 2025**.

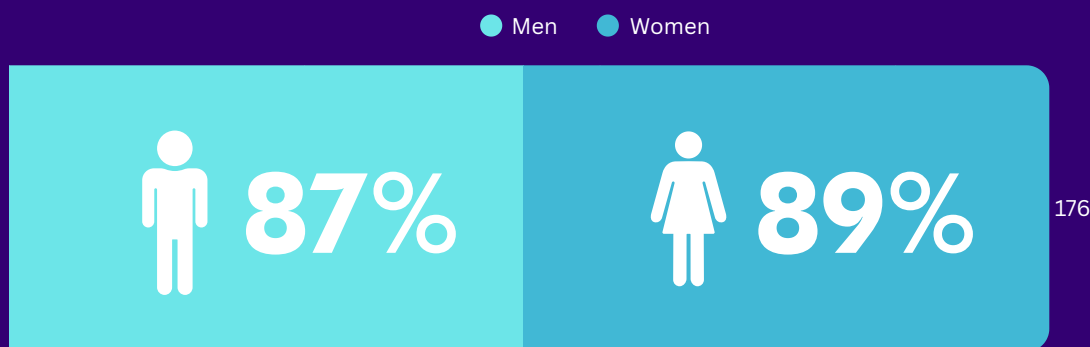
Bonus Payments

The Figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information Act 2021) Regulation 2017.

Proportion of females and males receiving a bonus payment

In 2025, **87% of men** and **89% of women** received a bonus in our company

In 2024, **63% of men** and **58% of women** received a bonus in our company.



The bonus gap is the difference between the bonus paid to male employees and the bonus paid to female employees. Only relevant employees who received a bonus are included in the calculation.

Mean Bonus Gap

Pay Gap	
Mean Bonus Remuneration	-1.72%

A negative mean bonus GPG of -1.72 % indicates that, on average, our female employees earned 1.72% more in bonuses than their male counterparts. This figure shows that our company has a slight bonus pay gap in favour of women. This is due to various factors, such as a higher concentration of women in roles that receive higher bonuses.

Gender Pay Gap Data

Median Bonus Gap

Pay Gap	
Median Bonus Remuneration	14.74%

A 14.75% median bonus remuneration gap (GPG) means that the median bonus paid to female employees is 14.75% lower than the median bonus paid to male employees

The gap is caused by the number of bonus incentivised men in professional or engineering roles compared to the number of women in these roles. In our organization, like in many others, there is a male dominance in Engineering, Sales and management. These roles tend to be more highly incentivised.

While it does not necessarily mean men and women are paid differently for the exact same job (which would be an equal pay issue), it highlights a disparity in the types of bonus-earning roles occupied by each gender within the organisation. Men and Women in similar roles are incentivised in the same manner and amount.

Benefit in Kind

Proportion of females and males receiving benefit in kind

The benefit in kind gap is the difference between the benefit in kind received by male employees and the benefit in kind received by female employees. This remains largely unchanged as of last year and reflects the large number of females in staff eligible for such benefits.

The reasons there are some gaps is that 11% of female employees and 13% of male employees joined after the Christmas issue BIK. 2025 saw high recruitment.



Mean Gender Pay Gap

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.

To calculate the average pay gap, we add up all the hourly remuneration received by men, divided by the number of men in our company. Then we repeat these calculations for women. The difference between these numbers is the mean gender pay gap.

The difference in our mean pay for female and male

	Pay Gap 2025	Pay Gap 2024
Mean Hourly Remuneration Permanent Employees	5.93%	8.29%
Mean Hourly Remuneration Part-Time Employees	8.36%	34.27%
Mean Hourly Remuneration Temporary Employees	n/a	1.25%

The mean gender pay gap throughout the entire organisation is relatively small & even more negligible when we look at temporary employees

GPG (Gender Pay Gap) of 5.93% for permanent employees means that, on average, women's mean hourly pay is 5.93% lower than men's, as a proportion of men's average hourly earnings. It indicates a disparity in average hourly pay across the entire organisation and does not imply unequal pay for the same job. However, it is obvious and evident that this has decreased significantly compared to the previous report.

A more pronounced gap appears when we consider Part-Time workers. Part-time workers at Kyte largely fall into two distinct categories, Job-Sharing employees, and Weekend Workers. Job sharers operate on 'Day' or 'Rotational' shift Monday to Friday. Weekend workers work only weekends, slightly more than half a week, on rotation shift including nights, with 12-hour shifts. Therefore, weekend workers earn a higher shift premium. 100% of Job-sharers are female some statutory leaves and high absenteeism also affect earnings this category. 100% of weekend workers are male and weekend workers concern more highly paid grades of work.

We do not attract female candidates for weekend work. Both males and females who carry out the same roles on a part-time or full time basis have equal base pay.

Median Gender Pay Gap

The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

An 8.08% median hourly remuneration gap means that the hourly wage of the middle-paid male employee is 8.08% higher than the hourly wage of the middle-paid female employee. This figure is calculated by finding the hourly wage of the employee in the middle of the pay ranking for each gender, subtracting the female median from the male median, and expressing that difference as a percentage of the male median hourly rate.

We have already seen higher bonus earnings in the male categories and this can also feed into the median difference as bonuses are included in the calculation of hourly rate.

To calculate the median gender pay gap, we first evaluate all of our employees by their hourly remuneration. Then we compare what a female in the middle of the female pay range received with what a male in the middle of the male pay range received.

	Pay Gap 2025	Pay Gap 2024
Median Hourly Remuneration Permanent Employees	8.08%	5.89%
Median Hourly Remuneration Part-Time Employees	7.38%	23.28%
Median Hourly Remuneration Temporary Employees	n/a	-10.62%

The pay gap is largely driven by significantly lower female participation in craft and engineering and skilled metal work roles which are dominant at Kyte. Collective bargaining FY23-FY25 saw welding skill awarded a higher rate of pay than other workers. This brought an entirely male population of workers to a higher level due to the skills and competence they carry. We have no applicants from females for these welding positions and fail to attract same.

Part-time employees at Kyte are low in number and refer to Job Sharing employees and Weekend workers. Job sharers to date are exclusively female and weekend workers are exclusively male. Weekend working is only available on machines that hold a higher grade of work and due to being weekend work, receive a higher shift premium. Job sharer earnings were affected by high absenteeism in this category during the reporting period.

No temporary employees were present for eligible for this reporting period.

The Quartiles – Gender Distribution by Quartile

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

The Kyte Powertech gender pay gap data was collected on the snapshot date. At this time there were 551 employees within our workforce: 105 women (19%) and 446 men (81%).

The proportion of male and female employees are split into quartile bands based on their hourly pay. The banding illustrates that there is gender pay gap in the upper quartile and upper middle quartile, a result of the large number of skilled workers. Welders, Electrician, Mechanics and Engineering all male dominated professions at Kyte Powertech.

Female workers are paid equal pay for equal roles.

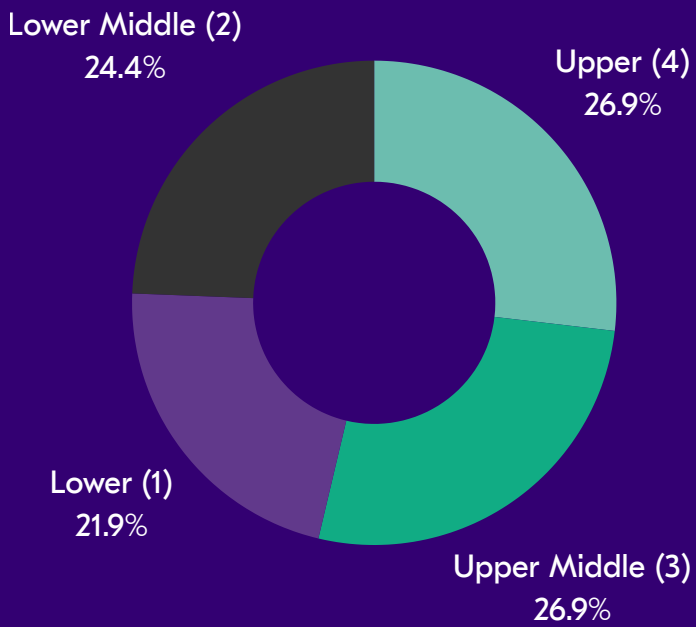
Our pay quartiles by number of people in each quartile 2025:

	Lower	Lower Middle	Upper Middle	Upper
Males	71%	79%	87%	87%
Females	29%	21%	13%	13%

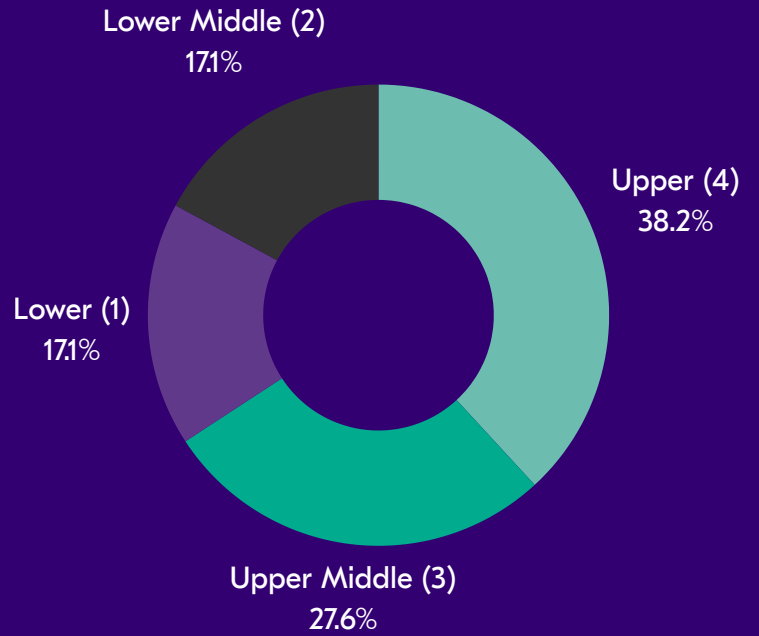
Our pay quartiles by percentage of gender in each quartile:

	Lower	Lower Middle	Upper Middle	Upper
% of Males	22%	24%	27%	27%
% of Females	38%	28%	17%	17%

Male



Female



Our Gender Pay Gap

We can see from the above table that males are relatively evenly distributed throughout each of the quartiles.

The percentage of female workers featuring in the lower quartile is disproportionate. Kyte is a heavy industrial manufacturer. Many of our more skilled grades are in crafts, metal welding and metal forming. Craft workers and Welders are our highest hourly pay grade due to the skill and required training prior to employment. However, there is zero female representation in these groups. Also, clerical roles within the company are typically female dominated whilst in more senior roles we see long serving engineers and supervisory staff, traditionally from a male background.

Appointments were made in supervisory roles and engineering roles during the period of reporting. However, it remains less females are attracted to craft vacancies, welding vacancies and engineering in an industrial environment.

Closing the Gender Pay Gap

We are committed to encouraging the next generation of talent, particularly females, to pursue a career in manufacturing and engineering. Development and training will receive additional focus in this regard. We will also do all that we can to retain and advance our skilled existing female employees.

As an employer, Kyte Powertech, we are positive about diversity and inclusion, and we are trying to tackle the gender balance in a sector where there are not as many females graduating in engineering and technology as young males and many of those that do graduate, choose not to pursue their career in industrial manufacturing.

The Kyte Powertech has clear remuneration grades in place for more than 80% of roles. This ensures that everyone receives fair remuneration for performing the same or similar role.

In 2023 we undertook external benchmarking to ensure our compensation is equitable in the market, internally and in preparation for further transparency. We believe we are an equal organisation and look forward to embracing further measures to close any gender related issues.



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