

Gender Pay Gap 2025 – VIOTAS

At VIOTAS, we are committed to creating a workplace that values fairness, inclusion, and equal opportunity for all. In line with the *Gender Pay Gap Information Act 2021*, this report presents our Gender Pay Gap analysis and narrative for the snapshot date of 16 June 2025, covering full-time, part-time and fixed-term employees within our organisation. During this reporting period, 63 males and 14 females were included in our analysis. Calculations cover the 12 months up to the snapshot date and follow the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations. This report is available to view at [VIOTAS – Demand Response Technology and Services](#)

Our Gender Pay Gap analysis for VIOTAS highlights the following key results for relevant employees:

- All employees, regardless of gender, are paid fairly and equitably for the same or equivalent roles under our structured pay framework. This is written further in the report.
- **Mean hourly pay gap:** Women earn **27.49% less** than men on average.
- **Median hourly pay gap:** Women earn **24% less** than men at the midpoint of the pay distribution.
- **Mean bonus gap:** Women receive **11.64% less** in bonus pay than men.
- **Median bonus gap:** Women's median bonus is **9.05% higher** than men.
- **Proportion receiving bonus:** A higher percentage of women (79%) than men (76%) received a bonus (**-2.38% difference**).
- **Proportion receiving benefits in kind:** **5.55%** more women than men received benefits-in-kind.

Quartile	Approx. Pay Range (€)	Males	Females	% Male	% Female
Lower	up to 25	9	6	60%	40%
Lower middle	25 – 29	13	2	87%	13%
Upper middle	29 – 48	16	3	84%	16%
Upper	> 48	8	0	100%	0%

Explanation of results

Seniority and Role Imbalance

At VIOTAS, our 2025 Gender Pay Gap analysis shows that women earn on average **27.49% less** than men based on mean hourly pay, and **24% less** at the median. It is crucial to highlight that this gap is not a reflection of unequal pay or fairness. This difference reflects the distribution of men and women across roles and levels and therefore the pay gap is structural within our organisation rather than unequal pay for equal work. Men hold a greater proportion of roles in higher pay bands, including management and senior positions, while women are concentrated in lower and lower-middle quartiles. The technical energy sector typically yields a male-skewed applicant pool, which influences recruitment outcomes and the

talent pipeline. As senior roles attract higher salaries and larger bonuses, this imbalance increases both the mean and median pay gap.

Maternity/Life-Stage Impacts

While other factors for the gap could be explained as Maternity and Life-Stage impacts, this is not the case at VIOTAS. We support full reintegration and progression on return to work. 2 out of our 14 females were on maternity leave during this reporting period, and this did not affect their pay, bonuses or career progression. All special leaves are treated consistently, and employees on maternity leave continue to receive pay increases, bonuses, and promotion opportunities in line with their peers.

Bonus & Benefit Observations

Our analysis also shows a **mean bonus gap of 11.64%** meaning that women receive slightly lower bonus payments than men, this is due to seniority differences, interestingly women's **median bonus is 9.05% higher than men's**, and a slightly higher proportion of women are receiving both bonuses and benefits-in-kind. These results reflect positive progress in areas where female representation is strong.

As a smart grid technology and demand response leader, many of our higher-paid and technical roles—such as engineering, energy systems, and leadership positions—are currently held by men. This seniority and role imbalance is the primary driver of our gender pay gap.

It is important to emphasise that the VIOTAS gender pay gap does not represent unequal pay. We conducted internal like-for-like analyses across comparable roles and found no material unexplained within-role pay differences by gender. All employees, regardless of gender, are paid fairly and equitably for the same or equivalent roles under our structured pay framework.

We are committed to addressing gender imbalance across all levels of VIOTAS. Our ongoing focus includes supporting female progression into senior and technical roles, we have an inclusive training budget including leadership training and days for upskilling to further promote the upskilling of our female workforce. To further promote flexible working arrangements and ensure inclusive pathways for career development. Our actions are underpinned by VIOTAS's Equal Opportunities Policy, which affirms our commitment to fairness, inclusion and non-discrimination. Recruitment and selection decisions are made on merit, with structured, non-discriminatory processes and promotions are made within this policy framework. These principles reflect VIOTAS's values of fairness, respect and inclusion, and guide all aspects of our people strategy.

As we continue to grow, we aim to strengthen diversity across our teams and ensure that all employees have equal opportunity to succeed and lead in shaping the future of smart energy innovation.

Actions & Commitments

- Implementing mentoring and leadership development programmes for women in technical and senior roles.
- Inclusive Recruitment practices designed to attract diverse talent, particularly within engineering and energy systems.
- Partnering with the University of Limerick ISE programme, creating opportunities for students and young women to engage with STEM and energy careers, and supporting Transition Year (TY) programmes to encourage early interest in the energy and technology sectors.

- Reviewing promotion and succession planning processes to ensure fairness.
- Actively supporting and engaging women in energy through initiatives such as our membership with Irish Women in Energy and by celebrating International Women's Day to recognise and promote women's contributions across the industry.
- Career progression support for future employees returning from maternity leave.
- Expanding flexible working policies at all levels, including senior management.
- Monitoring promotions, pay reviews, and quartile representation annually.
- Diversity and inclusion initiatives targeted at smart grid and energy systems teams.
- Conducting an organisational diagnostic to identify and address barriers to gender balance, inclusion, and progression, and to inform future strategies