

- Gender Pay Gap Analysis

- Aubren 2025



Aubren is pleased to publish our gender pay gap report for 2025.

The Company recognises the requirements under the Gender Pay Gap Information Act, 2021 which now requires companies/organisations in Ireland with over 50 employees to report on their gender pay gap across a range of metrics.

This report is aimed at providing transparency around the differences in average earnings between men and women within the company, across all roles within the company (regardless of job level or type).

We are pleased to publish this Gender Pay Gap Report, which highlights our commitment to promoting fairness and equality across our workforce. This report not only fulfils our regulatory obligations but also serves as a vital tool to assess our progress in achieving gender balance and supporting a more inclusive workplace.

Gender pay gap versus equal pay

The gender pay gap shows the difference between the average hourly pay for men and women employees within the same pay period, regardless of their jobs and/or the value of the jobs they carry out. The gender pay gap is not the same as equal pay. Equal pay measures the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value.

Company Overview

Aubren is in business for over 25 years, with a passion for innovation and engineering excellence, we take immense pride in our ability to deliver top-tier mission critical air-cooling equipment that maximises cooling efficiency, minimises energy consumption, and provides precise climate control.

Statement of Commitment

We believe that our employees are our greatest asset. We believe in, and are committed to, core values of Equality, Diversity and Inclusion. We also believe in doing the right thing. We believe in the value of reporting our gender pay gap, as it provides us with information to assist in strategic decisions regarding our people practices as we move forward.

Our Data

We acknowledge that we are required to report on the following:

1. The mean and median pay gap in hourly pay between male and female employees.
2. The mean and median bonus pay gap between male and female employees.
3. The percentage of male and female employees who received bonus pay.
4. The percentage of male and female employees who received benefit in kind.
5. The percentage of male and female employees in each of the four pay band quartiles.

We also acknowledge that we are required to select a “snapshot” date in June 2025, and to publish this report by the corresponding date in November.

The “snapshot” date chosen is 30th June 2025. The data collected/analysed is with reference to the period from 1st July 2024 to 30th June 2025. The reporting date is 30th November 2025.

Hourly Pay Gap (Mean & Median)

- The mean and median pay gap in hourly pay between male and female employees.

Mean Gender Pay Gap -17%

Women's mean hourly pay is 17% higher than men's.

Median pay gap: -11%

Women's median hourly pay is 11% higher than men's.

- **Explanation**

- These results are driven by the distribution of men and women across roles within the organisation. Many of our technical and production positions, which are traditionally male-dominated, sit at lower pay bands due to the operational nature of these jobs.
- By contrast, a larger proportion of our female employees hold roles in higher-paid professional, specialist, or managerial functions. As a result, the average and median hourly pay for women appears higher than for men.

Bonus Pay Gap (Mean & Median)

- The mean and median bonus pay gap between male and female employees.

Mean Bonus Pay Gap -5%

Women's mean bonus pay is 5% higher than men's.

Median Bonus Pay Gap 0%

Men and women receive the same median bonus.

- **Bonus Participation Rates:**

75% of male employees received a bonus

25% of female employees received a bonus

- **Explanation**

- The equal median bonus demonstrates fairness in bonus amounts for comparable roles. The slightly higher mean bonus for women reflects the roles occupied by the female employees who do receive bonuses.
- However, the majority of bonus-eligible positions continue to be held by men, which explains the difference in bonus participation rates. This reflects the gender distribution across our senior/managerial, technical and production roles, rather than any difference in access to bonus schemes.

BIK (Benefits in Kind) Gap

- The percentage of male and female employees who received benefit in kind.

Mean BIK Gap –11%

Women's mean BIK value is 11% higher than men's.

Median BIK Gap –38%

Women's median BIK value is 38% higher than men's.

- During the reporting period, 64% of all employees received a Benefit in Kind (BIK). Of these, 58% were male employees and 6% were female employees.

Explanation

- This distribution reflects the structure of our workforce, where a significant proportion of roles that are eligible for BIK (health insurance/vehicles) most notably are those involving company vehicles, and are held by male employees working in technical or operational positions. As electric company cars incur no taxable BIK, this also contributes to the lower reported BIK values for many male employees.
- The comparatively low proportion of women receiving BIK is therefore linked to job type and benefit eligibility, rather than differences in access or allocation of benefits between male and female employees.

Pay Quartile Gender Distribution

The percentage of male and female employees in each of the four pay band quartiles.

| | | |
|-----------------|------------------------------|------------------|
| 19% Male | Upper quartile | 4% Female |
| 18% Male | Upper middle quartile | 7% Female |
| 26% Male | Lower middle quartile | 0% Female |
| 21% Male | Lower quartile | 5% Female |

Women are represented across the pay structure, though under-represented in the lower middle quartile, and most represented in the upper middle quartile.

Explanation

- The quartile data demonstrates the male-dominated nature of the organisation's technical and production functions, particularly in the lower-middle quartile, which contains no female employees. Women remain under-represented at all levels, though the upper quartile shows a greater concentration of female staff compared with the lower quartiles.
- This distribution is a key driver behind the pay and bonus results reported above.

Understanding the gap

We appreciate that compiling this report helps to identify any disparities in pay and serves as a tool to monitor and address inequality in the workplace.

The Company notes Ireland's latest available national gender pay gap of 9.6% (2022) according to the CSO, and an EU average gender pay gap of 12.7% (2021) based on Eurostat data. We are above these averages.

It is worth noting the following as included in a PWCs 2024 report, which analysed over 550 Irish companies who submitted Gender Pay Gap reports in December 2023:

“Due to the complexities of what is involved in the gender pay gap, the improvement we see year on year is not due to a single initiative or effort. Gender pay gaps are created by a complex combination of factors, including female workforce participation, promotion rates, allocation of performance ratings, access to the best opportunities to progress and recruitment criteria. In some organisations, for example, flexible working or changes to recruitment processes may have a pronounced effect. It's critical to understand the nature and origin of the problem and not jump to convenient conclusions or make generalisations. The starting point should always be the organisation's own data and experience.”

Having collected, reviewed and considered the data above, the Company has made the following observations:

Workforce Composition and Industry Context:

We operate within an industry where many technical, engineering, and production roles are traditionally male-dominated. This is reflected in our workforce profile, with men occupying the majority of these roles, particularly at entry and mid-level bands.

At leadership levels:

Our leadership team comprises 8 people, of which 3 are women.

While female representation is stronger at senior levels compared with technical roles, women remain under-represented overall across the organisation, which directly influences gender pay gap calculations.

Summary

Women’s hourly pay, bonus pay, and BIK values appear higher than men's **due to workforce structure**, not unequal pay for similar roles.

Male employees are more heavily represented in lower-paid operational roles.

Female employees are more likely to hold higher-paid specialist or managerial roles, increasing the average and median pay for women.

Bonus participation differences reflect role eligibility rather than gender-based access.

BIK data is distorted by the introduction of electric company cars, disproportionately affecting male BIK values.

Overall, the gender pay gap results primarily reflect the roles men and women hold within the organisation and industry-specific patterns of employment.

Summary of Improvement Actions

While our current gender pay gaps favour women, the overall distribution of roles, particularly the concentration of men in technical and production positions, highlights opportunities to create a more balanced workforce and support long-term equality.

Improve gender balance across the workforce

- Review recruitment strategies to attract more female applicants to roles currently dominated by men.
- Promote gender-neutral job descriptions and ensure inclusive interview processes.

Support career development for women

- Strengthen mentoring and leadership development opportunities.
- Encourage internal promotion pathways, particularly into technical or operational roles.

Continue monitoring pay, bonus, and BIK outcomes annually

- Conduct annual audits of pay, bonus, and BIK distribution.
- Review the impact of zero-BIK electric vehicle allocations to ensure transparency.

Monitor Fairness and maintain transparency

- We will continue to monitor gender representation, pay fairness, and access to benefits, ensuring that any disparities are understood and addressed where possible.



“We are committed to creating a workplace where everyone can grow and succeed. While this year’s gender pay gap results are positive, they also highlight the need to continue improving gender representation, particularly within technical and operational areas where women remain under-represented.

I fully support the actions outlined in this report to strengthen recruitment, development, and progression opportunities for women. Promoting gender balance is essential, not only because it is the right thing to do, but because diverse teams drive better performance and innovation.

We will continue to invest in our people, ensure fair access to opportunities, and foster a culture where everyone feels valued and able to contribute”

Aubrey Nuzum

CEO

