

Traleee Gender Pay Equity Analysis



December 30, 2024

Tralee Gender Pay Gap Figures

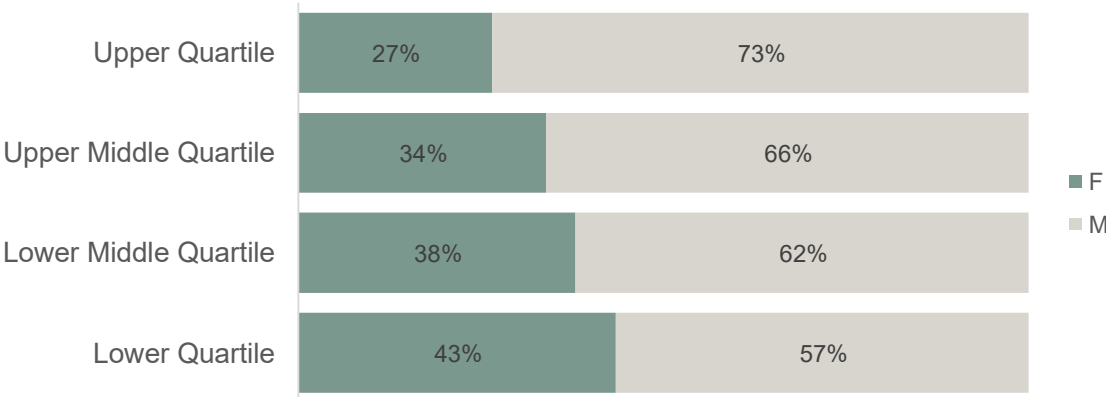
This is our first time publishing the Gender Pay Gap Figures as required by The Gender Pay Gap Information Act 2021 (the “Act”).

	Average	Median
Hourly Wage	10.2%	11.4%
Bonus	6.2%	0.0%

This table calculates percentage difference of male vs female by average and median hourly wage and bonus.

- Hourly wage is calculated using annual salary divided by total hours worked between June 2023 to June 2024.
- Only Steady State employees (employed full year) with FY23 bonus are included in the bonus figures.

Female vs Male Proportion in Each Pay Quartile



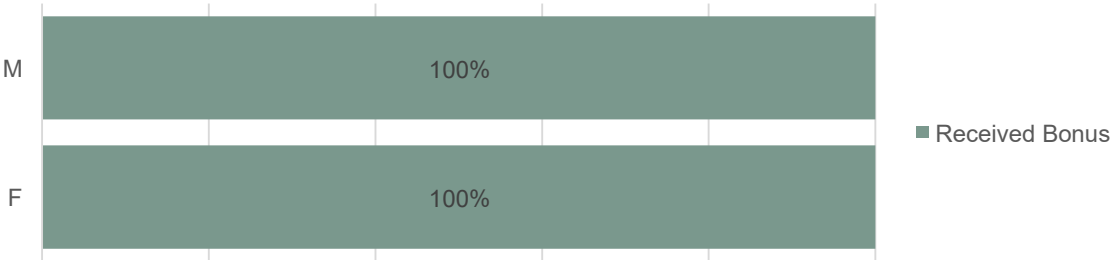
Employees are divided by quartiles based on their hourly wages from smallest to largest. Proportion of females and males are calculated in each quartile.

Female vs Male Proportion Received “Benefits in Kind” (BIK)



“Benefits in Kind” can be Healthcare and/or Pensions. All employees are eligible for BIK therefore those who received no BIK elected not to receive BIK.

Female vs Male Proportion Received Bonus

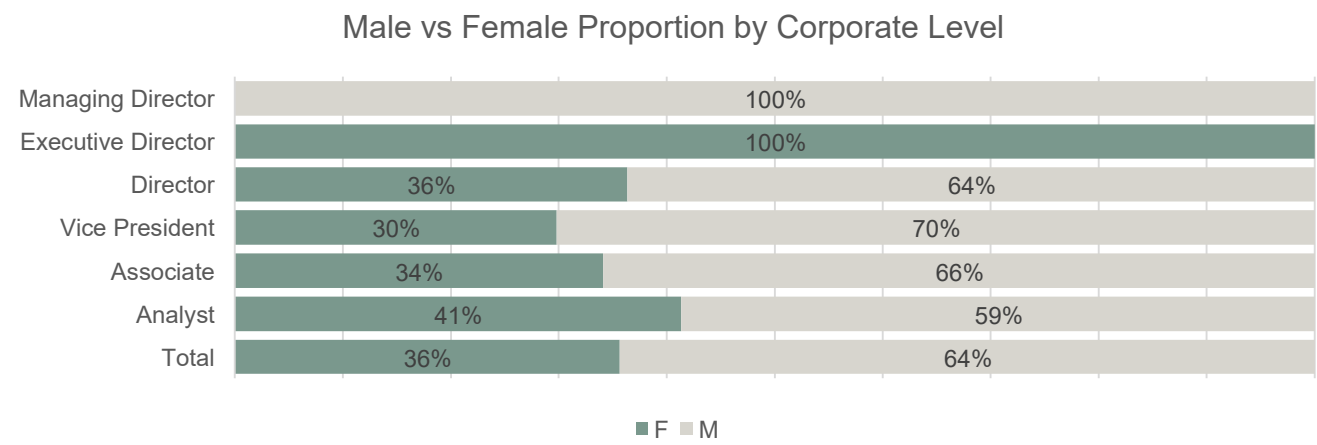


Observations

The main reason for the pay gap in Tralee is a predominantly male employee population. However, if we compare by jobs and corporate levels, there is not a significant gap.

More Males Than Females in the Technology Sector

The technology sector is predominantly male and Tralee reflects this pattern. While there is female leadership at the ED level, the rest of the corporate levels are mostly male.



Compare by Jobs and Corporate Levels

If we take a closer look at jobs and corporate levels where there are both males and females, there are only a few jobs that reveal significant gaps. The gender pay gap figures required by the Act do not take into consideration of function, corporate level and HC proportions. After assessing these variables, the gap is not as significant, and we can hone in on specific areas for further evaluation.