



# Gender Pay Gap Report

Itron Management Services Ireland Limited  
2024

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## Introduction

Under new rules applicable to Ireland, Itron is reporting on its gender pay gap for 2024. We welcome the transparency brought by the new rules. At Itron, we believe inclusion is how we will unlock the power of diversity. Because our Irish workforce has more men than women in certain areas of our business and consequently hourly paid quartiles, the data reflects the existence of a pay gap. Itron remains dedicated to our ongoing commitments to paying employees equitably for performing similar work and increasing the representation of women across our Irish business.

It is important to note that the Irish legislative requirements are binary regarding gender (specifying female compared to male).

## Itron Ireland - Our Gender Pay Gap Data

The tables below show Itron Management Services Ireland Limited's mean and median Gender Pay Gap, calculated according to Gender Pay Gap legislation and as of a snapshot date of 30 June 2024. At Itron Management Services Ireland Limited we do not have part-time employees.

|                           | 'Mean'<br>% Variance | 'Median'<br>% Variance |
|---------------------------|----------------------|------------------------|
| Hourly Pay- All Employees | 31.43%               | 23.82%                 |
| Bonus Gap                 | 4.09%                | 22%                    |

- **Mean** - the difference between the mean hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender expressed as a percentage of the mean hourly remuneration of relevant employees of the male gender
- **Median** - the difference between the median hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender expressed as a percentage of the median hourly remuneration of relevant employees of the male gender

|  | Male | Female |
|--|------|--------|
| The % of men and women in receipt of bonus pay       | 43%  | 19%    |
| The % of men and women in receipt of benefit in kind | 83%  | 78%    |

| The % of men and women in each pay quartile | Lower | Lower Middle | Upper Middle | Upper |
|---|-------|--------------|--------------|-------|
| Male  | 36%   | 32%          | 50%          | 80%   |
| Female                                      | 64%   | 68%          | 50%          | 20%   |

## Gender Pay Gap Vs Equal Pay explained

It is important to note that Gender Pay Gap and Equal Pay are two separate measurements. Gender Pay Gap Reporting is defined by the Gender Pay Gap Information Act 2021.

**Gender Pay Gap** is the difference in the average hourly pay of women compared to men, such that it captures whether women are represented evenly across an organisation.

For example, if there is a greater proportion of males than females in senior level positions, the gender pay gap is typically greater.

**Equal Pay** refers to the pay difference between men and women who carry out the same job or perform work of equal value.