Gender Pay Gap Report 2026

Teckro Gender Pay Gap Report 2026

The Gender Pay Gap Information Act 2021 requires all organizations with over 50 employees in Ireland to publish their gender pay gap annually. Organizations are asked to select a 'snapshot' date in the month of June. The reporting period is the 12-month period immediately preceding and including the snapshot date, which for Teckro is June 30th, 2026. Organizations have five months from the snapshot date to prepare their gender pay gap calculations, with reports due in November 2026.

It is important to note the distinction between the gender pay gap and equal pay. The gender pay gap is the difference in the total average earnings of males and females regardless of the nature of their work, across an organization. It does not compare pay on an individual level for males and females undertaking the same role. Equal pay refers to the legal requirement that male and female employees, who are engaged in equal or similar work, or work of equal value, must receive equal pay. Teckro is committed to ensuring equal pay for similar work performed within our organization and is actively working to address our gender pay gap.

Who is Included?

On June 30th, 2026 (snapshot date), there were 130 employees in Teckro Limited: 60 male employees and 69 female employees. The metrics in this report are calculated by reference to the employee breakdown and reflect the number of employees on the snapshot date who identify as male and female. 0.77% of Teckro's workforce identify as non-binary. Employees on sick leave and leave of absence are included in the report.

Gender Pay Gap

Teckro's mean gender pay gap is 32.21%. This means that the average hourly rate of pay for male employees was 32.21% higher than the average hourly rate (inclusive of bonus) for female employees during the relevant pay period.

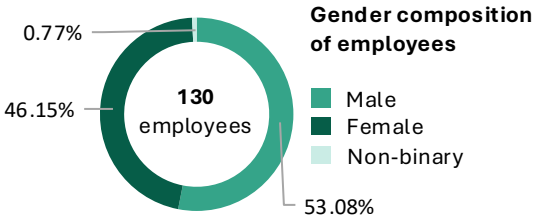
To calculate the mean pay gap, we add together all the hourly pay rates (inclusive of bonus) that women received, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap.

Teckro's median gender pay gap is 27.73%. The median is the figure that falls in the middle of a range where the salary of all relevant employees is listed, from lowest to highest.

Gender Pay Gap	%
Mean Gender Pay Gap	**32.21%**
Median Gender Pay Gap	**27.73%**

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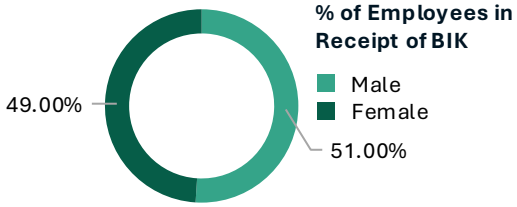
Bonuses and Benefits in Kind

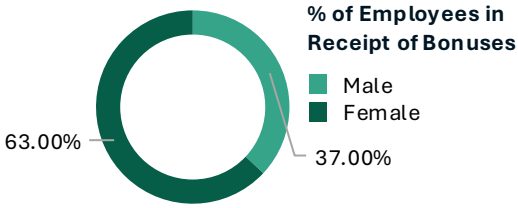


Benefits in Kind and Bonuses	Male	Female
% employees in receipt of benefits in kind	**90.00%**	**85.51%**
% of employees in receipt of bonuses	**50.00%**	**28.99%**

Teckro's mean benefit in kind gap is 5.41% and median is 0.00%. On average, men receive higher benefits in kind, but at the median, men and women receive the same value. All employees are entitled to health insurance as part of their employment package, though some employees choose not to avail of this benefit.

The mean bonus gap is 49.49%, and median bonus gap is -6.39%. While the average bonus for male employees is higher, the negative median gap indicates that the median bonus received by women was 6.39% higher than the median bonus received by men.

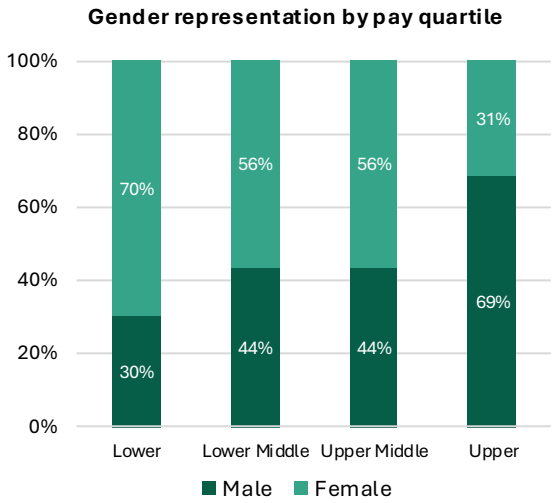




Quartiles

Organizations must report on the percentage of employees who fall within the lower, lower middle, upper middle and upper quartile hourly pay bands.

Quartiles divide employees into four equal sized groups based on hourly pay (including bonus), from the lowest hourly pay to the highest hourly pay.



Lower Quartile

The lower quartile includes the 25% lowest paid employees. The mean gender pay gap is -4.84% and the median is 0.50%. This indicates that, on average, women in the lower quartile are paid 4.84% more than men, while the median hourly rate is broadly comparable.

Lower Middle Quartile

The lower middle quartile includes the next 25% of employees. The mean gender pay gap is 6.47% and the median is 12.88%. This indicates that average and median hourly pay are higher for men in this quartile.

Upper Middle Quartile

The upper middle quartile includes the 25% of employees earning above the lower middle quartile. The mean gender pay gap is 1.58% and the median is 5.92%.

Upper Quartile

The upper quartile includes the 25% of employees earning the most. The mean gender pay gap is 23.66% and the median is 10.02%. Men account for 68.8% of employees in this quartile, which remains a key factor influencing the overall gender pay gap in Teckro.

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Reasons for the Gender Pay Gap

- **Occupational segregation**
  Teckro hires a significant number of engineers, a profession that is currently male dominated. These roles tend to fall within higher pay brackets, which contributes to the overall gender pay gap.
- **Length of service and career progression**
  Employees with longer service tend to have progressed to higher salary levels.
- **Gender profile**
  Women represent 69.70% of the lower quartile and 56.25% of each middle quartile, while men represent 68.75% of the upper quartile.
- **Gender breakdown of senior roles at higher salaries**
  A small number of higher paid employees can materially affect the average figures.
- **Gender breakdown of lower paid roles**
  A larger concentration of women in the lower quartile can affect the overall average figures.

How We Are Supporting Gender Equality

This report is an important part of understanding and addressing our gender pay gap. We are committed to supporting gender equality, and here is how we are doing so within Teckro:

- **Fair and transparent recruitment practices**
  Teckro offers support and accommodations throughout our recruitment and selection process. Hiring managers receive training that includes unconscious bias awareness and strategies to reduce bias in recruitment.
- **Work-life balance**
  A comprehensive range of flexible working arrangements and leave options are available to all employees, including carer's leave, career breaks, maternity and paternity leave, adoption leave, parental leave, compassionate leave and wedding leave.
- **Hybrid working**
  Teckro supports a hybrid working model that allows employees to combine office-based and home-based work. Access to the Cycle to Work Scheme and TaxSaver Scheme is also available to help reduce commuting costs.
- **Learning and development**
  Teckro supports employee learning and development through access to external training and courses that build skills, knowledge and career growth.
- **Health and wellbeing**
  Teckro provides comprehensive health insurance and access to an Employee Assistance Programme, alongside wellbeing events, health screenings and educational sessions on mental health, women's health and men's health.

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