



Gender Pay Gap Report 2026

Itron Management Services Ireland Ltd

Our Gender Pay Gap

Gender Pay Gap %

The diagram below shows our mean and median gender pay gap, calculated according to gender pay gap legislation and as of a snapshot date of 30 June 2026. At Itron, we do not have part-time employees.

	Mean	Median
Hourly Pay- All Employees	25.18%	18.44%
Hourly Pay - Temporary contracts	-35.99%	-3.33%
Bonus Gap	-20.72%	0.56%

- **The 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.
- **The 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	50%	17%
The % of men and women in receipt of benefit in kind	85%	81%
The % of men and women directors on the board	50%	50%

The % of men and women in each pay quartile	Lower	Lower Middle	Upper Middle	Upper
Male	35%	36%	50%	72%
Female	65%	64%	50%	28%

Employer Statement - 2026

Itron remains committed to fostering a fair, transparent, and inclusive workplace by ensuring employees are compensated equitably for performing similar work, while recognizing individual performance, contributions, career growth, and development.

While female and male employees at the same level are treated equitably, the factors influencing the Gender Pay Gap are complex:

- **Composition of the workforce:**
 - There is a higher proportion of women in Administrator, Associate, and Specialist role as in previous years.
 - During the reporting period, the number of promotions and lateral moves occurred at similar rates for both women and men.
 - A greater number of men were also hired into temporary positions. While temporary employees represent only a small portion of our workforce, this recruitment pattern can also influence overall gender representation across job levels.
- **Length of service:** Length of service does not appear to have a significant impact on the Gender Pay Gap. External offers often need to align with aggressive market rates to attract top talent in the Cork labor market, particularly for high-demand roles.

Outcomes

The hourly pay gap has narrowed, and bonus outcomes show a more favorable distribution for women than in the previous year, despite gender representation among employees eligible for the various incentive plans remaining largely unchanged

We continue to support flexible working arrangements that promote work-life balance and regularly review our compensation programs to ensure they remain competitive, equitable, and aligned with both market practices and internal equity. Compensation decisions, including salary, incentives, and benefits, are made in accordance with local regulations and are based on an employee's role, performance, and contribution to the organization.



Gender Pay Gap Report 2025

Itron Management Services Ireland Ltd

Gender Pay Gap Report 2025: Introduction

- Under new rules applicable to Ireland since 2024, Itron is now reporting on its gender pay gap for 2025. We welcome the transparency brought by the new rules.
- Itron ensures equitable compensation including salary, incentives, and benefits based on local law, individual performance and contributions, and an employee's role. Each employee's job is assigned a specific level and salary grade.
- We aim to remain competitive, aligning with local market standards. Offerings may vary by job level or years of service, **but never by gender, race, or disability.**
- It is important to note that the Irish legislative requirements are binary regarding gender (specifying female compared to male).

Gender Pay Gap Vs. Equal Pay Explained

It is important to note that gender pay gap and equal pay are **two separate measures**.

The 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.

Our Gender Pay Gap

Gender Pay Gap %

The diagram below shows our mean and median gender pay gap, calculated according to gender pay gap legislation and as of a snapshot date of 30 June 2025. At Itron, we do not have part-time employees.

	Mean	Median
Hourly Pay- All Employees	29.12%	25.11%
Temporary contracts	0.93%	20.63%
Bonus Gap	-4.86%	13.26%

- **The 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.
- **The 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	49%	15%
The % of men and women in receipt of benefit in kind	87%	76%
The % of men and women directors on the board	50%	50%

The % of men and women in each pay quartile	Lower	Lower Middle	Upper Middle	Upper
Male	29%	32%	57%	71%
Female	71%	68%	43%	29%

Understanding the Figures

Hourly Remuneration refers to the difference in total earnings between males and females on a mean (average) and median (middle ranking) basis. It is important to realise that this calculation includes everyone, not just those paid by the hour. A positive percentage indicates a gap in favor of males, while a negative percentage indicates a gap in favor of females.

Bonus recipients sets out the proportion of males and females who receive any form of bonus. Bonuses for this purpose includes employee bonuses and as well as regular individual performance bonuses

Bonus Gap refers to the gap between males and females on the value of all bonus items taken together. A positive percentage indicates a gap in favour of males, while negative percentage indicates a gap in favor of females

The lower quartile sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are males and what percentage are females.

The upper quartile sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are males and what percentage are females. The same logic applies to lower middle quartile and the upper middle quartile.

Benefits in kind sets out the percentage of our people who are in receipt of non-cash benefits of monetary value – for example health insurance, RSU and Company Car.

Employer Statement

Itron ensures equitable compensation including salary, incentives, and benefits based on local law, individual performance and contributions, and an employee's role.

While female and male employees of the same level are treated equally, factors which impact the Gender Pay Gap can be complex:

- 1. Composition of the workforce:** there is a higher proportion of females in administrator, associate and specialist roles. This is a major factor impacting the Gender Pay Gap. It is also important to note that performance bonus eligibility triggers from Manager/Senior Professional level.
- 2. Length of service** does not appear to have an impact on the Gender Pay Gap. However, in some cases, individuals hired externally may receive an initial higher compensation than those promoted internally. This is not a reflection of lesser value placed on our internal talent, but rather a result of market pressures and competitive hiring conditions. External offers often need to align with aggressive market rates to attract top talent in our office location (Cork), especially in high-demand jobs.

At the same time, Itron does not avail of a large number of temporary employees, and we have no part-timers, a working pattern that may impact choice around career progression.

Itron remains dedicated to our ongoing commitments to

1. Paying employees equitably for performing similar work and increasing the representation of women across our Irish business,
2. Facilitating work-life balance options is important, as it can encourage higher levels of participation in the workplace than would otherwise be the case,
3. Recognizing and rewarding internal growth,
4. Continuously reviewing our compensation practices to ensure fairness, transparency, and alignment with both market trends and internal equity.



Gender Pay Gap Report

Itron Management Services Ireland Limited
2024

Itron Management Services Ireland Limited - Gender Pay Gap Report 2024

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' % Variance	'Median' % Variance
Hourly Pay- All Employees	31.43%	23.82%
Bonus Gap	4.09%	22%

	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%

- **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

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.