



GENDER PAY GAP REPORT

WE ARE INTEGRAL.

At **TEG** we are committed to supporting all our people and fostering a workplace where everyone has the opportunity to thrive.

We believe that diversity and inclusion are key drivers of innovation and success, and we are dedicated to building a culture that reflects these values.

Today, our team brings together talented individuals from a wide range of backgrounds, nationalities, and experiences. However, like many in our industry, we recognise that gender representation remains an area where we can do more. Increasing female participation across our business and closing the gender pay gap are important goals that form part of our broader commitment to equality and continuous improvement. Today our female work-force accounts for 10% of our total numbers.



This report provides a snapshot of where we stand today. As this is our first Gender Pay Gap Report, it marks an important milestone in our journey towards greater transparency and accountability.

At TEG, we are committed to continuous improvement – and this report represents both our progress to date and our determination to do even better.

2025

1. Mean Hourly Gender Pay Gap (All)	13.57%
2. Mean Hourly Gender Pay Gap (Part Time)	0%
3. Mean Hourly Gender Pay Gap (Temporary)	N/A
4. Median Hourly Gender Pay Gap (All)	22.32%
5. Median Hourly Gender Pay Gap (Part Time)	0.00%
6. Median Hourly Gender Pay Gap (Temporary contract)	N/A
7. Mean Hourly performance related bonus gender pay gap (All) **	2.83%
8. Median hourly performance related bonus gender pay gap (All)	-54%
9. Percentage of employees per gender to receive a performance related bonus remuneration*	20% (F) 23% (M)
10. Percentage of Employees per Gender to receive Benefit in Kind	0% (F) 5% (M)
11. Percentage of employees within lower remuneration quartile	16% (F) 84% (M)
12. Percentage of employees within middle remuneration quartile	10% (F) 90% (M)
13. Percentage of employees within upper middle remuneration	3% (F) 97% (M)
14. Percentage of employees within upper remuneration quartile	0% (F) 100% (M)

** Calculation includes sales team commission
*Performance related bonus is an annual loyalty award



Head Office (Ireland)

Forest Park, Mullingar Business Park,
Mullingar, Co Westmeath, Ireland,
N91 CX80



T: +353 (0)44 933 3680

E: info@teg.com