Future.Ready

ElectroRoute Market Access Limited

Gender Pay Gap Report 2025

ElectroRoute

Message from **Our Co-CEOs**

At ElectroRoute Market Access Limited, we believe that diversity, equity, and inclusion are not just values but essential drivers of innovation, collaboration, and success. As Co-CEOs, we are committed to fostering a workplace where every employee has the opportunity to thrive, regardless of gender, background, or role.

The publication of this Gender Pay Gap Report for 2025 marks an important moment for reflection and action. While we are proud of the progress we have made as an organisation, we recognise that there is still work to be done to close the gender pay gap and improve representation at all levels of our business, particularly in senior and front-office roles.

This report highlights the structural and sectoral challenges that contribute to our gender pay gap, including the underrepresentation of women in higher-paid trading roles and senior leadership positions. It also outlines the proactive steps we are taking to address these challenges, such as strengthening our recruitment pipeline, developing female leaders, and fostering a more flexible and inclusive working environment.

We are particularly proud of initiatives like our Women in Energy event, which has already helped us attract more women to careers in energy trading, and our mentoring programme, which is empowering women at mid and senior levels to achieve their full potential. These efforts are part of a broader strategy to create a more equitable workplace and ensure that our organisation reflects the diversity of the communities we serve.

Transparency and accountability are at the heart of our approach. By publishing this report, we aim to provide a clear and honest assessment of where we stand, the progress we have made, and the steps we are taking to drive meaningful change. We are committed to monitoring our progress, learning from our challenges, and continuing to take bold action to close the gender pay gap.

We firmly believe that addressing the gender pay gap is not just the right thing to do—it is essential to building a stronger, more innovative, and more successful ElectroRoute. Together with our leadership team and all our employees, we are determined to create a workplace where everyone has the opportunity to succeed and where diversity is celebrated as a cornerstone of our success.

Donal Flynn and Caoimhe Giblin

- Co-Chief Executive Officers

> Addressing the gender pay gap isn't just the right thing to do — it's essential to building a stronger, more innovative ElectroRoute.

Introduction

At ElectroRoute Market Access Limited, we are committed to fostering a diverse, equitable, and inclusive workplace where every employee has the opportunity to succeed. This report provides an overview of our gender pay gap for the snapshot date of 30 June 2025, calculated in line with the Irish Government's Gender Pay Gap Information Act 2021.

The gender pay gap reflects the difference in average earnings between men and women across all roles in the organisation. It is not a measure of equal pay, which ensures that men and women are paid equally for doing the same or equivalent work.

This report outlines our gender pay gap metrics, the factors contributing to the gap, and the actions we are taking to address it.

Gender **Pay Gap**

What is a pay gap?

The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation. It provides insights into the distribution of roles, progression opportunities, and representation of men and women at different levels.

At ElectroRoute, we calculate our gender pay gap using the methodology provided by the Irish Government. This includes all employees (both full-time and part-time) employed on the snapshot date of 30 June 2025, with hourly pay calculated based on pay, bonuses, and working hours over the preceding 12 months.

How are pay gaps different to equal pay?

The gender pay gap is not the same as equal pay. Equal pay refers to the legal requirement to pay men and women the same for performing the same or equivalent work.

ElectroRoute adheres to the Employment Equality Acts 1998–2015, ensuring robust processes to review pay levels and job gradings. We conduct annual reviews of pay and performance ratings by gender to ensure fairness and consistency.

Mean and Median Pay Gap

- **Mean Pay Gap:** The mean gender pay gap is the difference between the average hourly earnings of men and women. It is calculated by dividing the total earnings of each group by the number of employees in that group.
- **Median Pay Gap:** The median gender pay gap is the difference between the mid-point hourly earnings of men and women. It is calculated by lining up the hourly pay of all employees in each group from lowest to highest and identifying the middle value.

The median pay gap is often considered a more accurate representation as it is less influenced by outliers, while the mean pay gap provides insight into the overall distribution of pay.

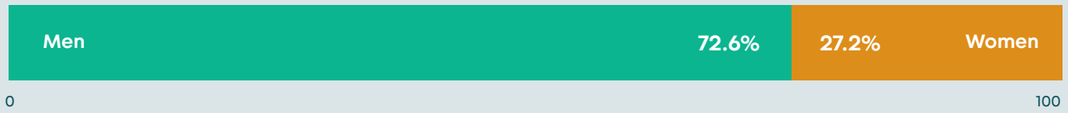
ElectroRoute's **Gender Pay Gap Metrics** 2025

The following data is based on employees employed by ElectroRoute Market Access Limited on the snapshot date of 30 June 2025:

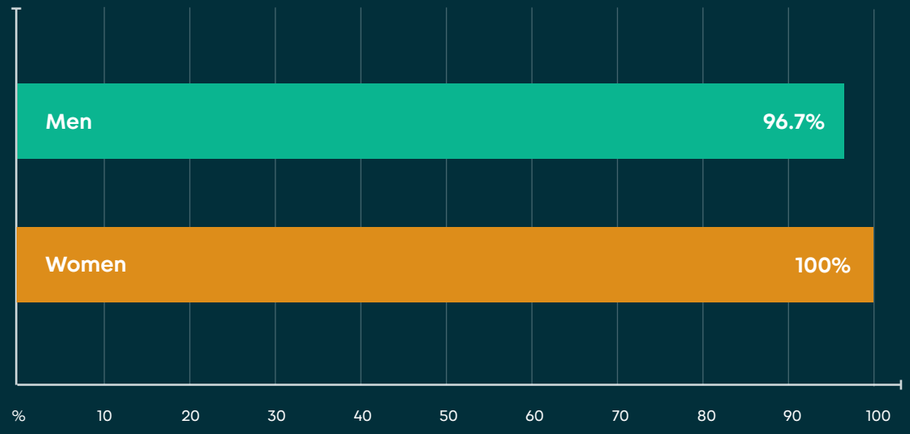
Median Gender Pay Gap	Mean Gender Pay Gap
22.18%	25.58%

Median Gender Bonus Gap	Mean Gender Bonus Gap
22.36%	59.04%

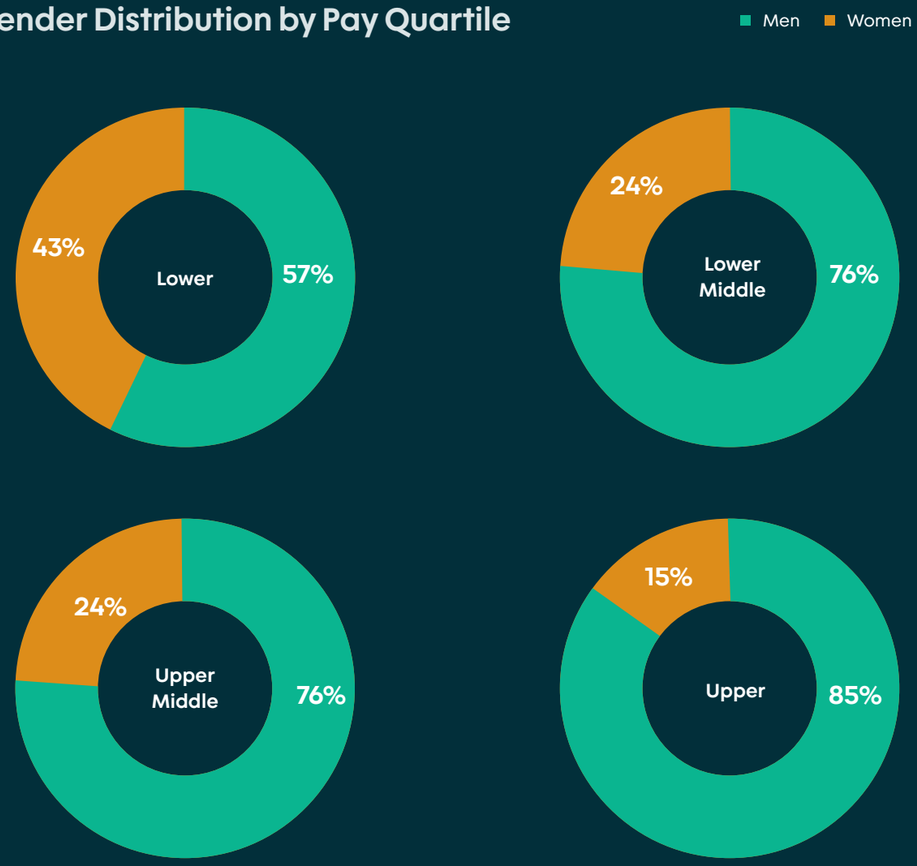
Workforce Gender Balance %



Proportion of Men and Women receiving a Bonus



Gender Distribution by Pay Quartile



Understanding the **Gender Pay Gap**

A combination of several issues contributed to the gender pay gap which include a mix of external and organisational factors.

1. **Workforce composition:** Our employee population is 72.6% male and 27.2% female. This demographic mix significantly influences our overall pay gap.

2. **Role distribution in the sector:** The energy trading sector has an established gender imbalance in higher-paid front-office trading roles, which carry larger profit-sharing arrangements. Men are disproportionately represented in these roles, while women are more often in middle- and back-office positions with lower base pay and bonus potential.

3. **Bonus gap:** Our mean bonus gender pay gap is 59.04%, driven by a higher proportion of men in senior trading roles with greater bonus opportunities. Importantly, bonus payout is broad: 100% of women and 96.7% of men received a bonus in the period; the gap relates to bonus size, not access.

4. **Talent pipeline:** Early pathways into energy trading often favour candidates from STEM (science, technology, engineering and mathematics) disciplines, which remain male-dominated. We are actively working to address this by strengthening gender balance in our pipeline.

5. **Work patterns:** The demands of 24/7 trading and market monitoring and extended hours can challenge work–life balance, particularly for primary carers, who are more often women.

6. **Senior representation:** Women are underrepresented at senior levels, including in the upper pay quartile.

Progress to date and next steps

ElectroRoute is committed to Diversity, Equity and Inclusion and we are committed to creating a healthy, equitable and inclusive workplace. We have been recognised as a Great Place to Work and achieved Bronze in Investors in Diversity with the Irish Centre for Diversity and Inclusion which demonstrates our strong foundation to embed Diversity, Equity and Inclusion across our organisation.

Recruitment & Pipeline

To attract more women into energy careers, we hosted our first Women in Energy event in October 2024, showcasing trading and other career paths at ElectroRoute. As a direct outcome, 50% of participants who joined our ElectroRoute Academy trading programme in 2025 were women. We aim to increase female representation from 27.2% to 30% by 2026 and continue to actively recruit women from STEM backgrounds across all open roles.

Female Leadership Development

In 2024, we launched a mentoring programme to support women's progression and inclusive leadership capabilities. We will continue to expand targeted development and sponsorship for women at mid and senior levels.

Flexible Working

ElectroRoute has successfully implemented a flexible hybrid working model, enabling employees to balance remote and in-office work in a way that supports individual productivity, team collaboration and work-life balance. We provide comprehensive paid family leave policies, ensuring that all employees have access to meaningful support during critical life events such as childbirth, adoption, or caregiving responsibilities.

Our Commitment

We are committed to transparency and continuous improvement in reducing the gender pay gap. Ongoing reporting helps guide our actions, improve representation at all levels—particularly in senior and front-office roles—and ensure equitable opportunities for everyone at ElectroRoute.

Diversity and Inclusion

We are dedicated to fostering a diverse and inclusive workplace where every individual is treated equitably and feels a genuine sense of belonging and connection to our organisation.

We are committed to transparency and continuous improvement in reducing the gender pay gap and fostering a diverse and inclusive workplace where everyone feels a sense of belonging.

Caoimhe Giblin • Co-CEO

Scan the QR Code for details about our office locations and contact info

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