

Gender Pay Gap Report 2025



At **BnM**, we are committed to creating a workplace where equity, inclusion and opportunity are embedded in everything we do.

Our 2025 Gender Pay Gap Report reflects this commitment and demonstrates continued progress toward a fair and inclusive culture.

This year's results reflect our continued purposeful growth and strong business performance.

With an expanding renewable energy pipeline, record operational achievements, and a strategic focus on sustainability, we remain steadfast in delivering Ireland's green energy transition while ensuring our workplace evolves in line with our values.

As we advance Ireland's renewable energy transition, our people remain central to our success. We continue to invest in initiatives that build a diverse talent pipeline, enhance employee experience, and foster flexibility and wellbeing.

Our focus is to continue investing in development programmes, creating career advancement opportunities, and fostering an inclusive environment where every individual can thrive.

While we acknowledge progress to date with our gender pay gap report, we recognise that building a diverse and inclusive working environment is an ongoing priority and we must always strive for continued improvement.

We will continue to focus on developing a pipeline of diverse talent, ensuring all colleagues have the support and opportunities to grow, advance, and contribute to BnM's success as a leading renewable energy company.



This year, we are proud to report a **reverse gender pay gap**, with women earning more than men on both mean and median hourly pay. This outcome underscores our sustained focus on pay equity and career opportunities for all.

Our Compass Guiding Who We Are

In 2025, BnM introduced **Our Compass**, which defines our Purpose, Vision, Mission, Values and Employee Value Proposition – guiding who we are and how we work together.

Purpose

To help Ireland reach net zero by harnessing the power of our people and our natural resources.

Vision

To lead the renewable energy transition and restore Ireland's natural environment.

Mission

To create a sustainable future by developing renewable energy and delivering climate solutions that benefit generations to come.

Values

Our Values describe who we are and how we work together to achieve our purpose.

> Centred in People

We care for each other, our communities, and our shared future.

> Act with Courage

We challenge ourselves to think differently and make bold decisions for lasting impact.

> United for Impact

We collaborate across teams and disciplines to deliver results that matter.

> Deliver with Pride

We take ownership, celebrate success, and are proud of what we achieve together.

> Regenerate for Good

We act today to restore and sustain our environment for generations to come.

Employee Value Proposition

> Purpose

Every role contributes to Ireland's net zero ambition.

> Culture

An inclusive, supportive environment where people grow and collaborate.

> Inspirational Leadership

Leaders who set direction, inspire confidence, and enable meaningful results.

Our Strategic Focus for 2025 and Beyond

> **Sustain Progress and Transparency**

Endeavour to maintain our reverse pay gap through regular pay analysis and equitable career opportunities.

> **Enhance Representation and Leadership Balance**

Build on the success of our Female Mentoring Program to achieve balanced representation at senior levels.

> **Inclusive Recruitment and Retention**

Continue partnerships with the Irish Centre for Diversity (Silver accreditation) and strengthen attraction and retention strategies contributing to a diverse workforce.

> **Empower Flexibility and Wellbeing**

Evolve hybrid working policies, reinforce the impact of inclusive policies like the Menopause Policy and Domestic Violence & Abuse Policy as essential supports for women, and host events promoting mental health and inclusion.

> **Culture and Accountability**

Embed our Values and Employee Value Proposition into everyday behaviours, supported by training on inclusive leadership and unconscious bias.

Our Long-Term Vision

By embedding Equality, Diversity & Inclusion principles into every aspect of our operations, we aim to:

- > Ensure equitable pay and progression opportunities for all.
- > Increase representation of women across senior and technical roles.
- > Build a workplace culture where diversity is celebrated and every employee feels valued, supported and included.

Together with our employees, we are building an organisation that reflects the diverse communities we serve – and a workforce that is ready to lead Ireland's renewable energy transformation.

Appendix

2025 Gender Pay Gap Information Act 2021 Reporting Requirements

Snapshot 30th June 2025

The table below sets out the hourly gender pay gap across a range of metrics as required by the Gender Pay Gap Information Act 2021. The data outlined below is related to ROI Employees and is based on the twelve-month period to 30th June 2025.

Gender Pay Gap Requirements	2025 Percentage	
Mean Hourly Gender Pay Gap (All)	-13.99%	
Mean Hourly Gender Pay Gap (Part-Time)	-21.52%	
Mean Hourly Gender Pay Gap (Temp Contract)	38.57%	
Median Hourly Gender Pay Gap (All)	-11.15%	
Median Hourly Gender Pay Gap (Part-Time)	-35.77%	
Median Hourly Gender Pay Gap (Temp Contract)	38.57%	
Mean Hourly Performance Related Bonus Gender Pay Gap (All)	-25.15%	
Median Hourly Performance Related Bonus Gender Pay Gap (All)	-3.84%	
	Male	Female
Percentage of Employees per Gender to receive a performance related bonus remuneration	36.01%	47.66%
Percentage of Employees per Gender to receive a benefit-in-kind	10.27%	11.49%
Percentage of Employees within lower remuneration quartile	73.56%	26.44%
Percentage of Employees within lower middle remuneration quartile	85.82%	14.18%
Percentage of Employees within upper middle remuneration quartile	81.23%	18.77%
Percentage of Employees within upper remuneration quartile	69.23%	30.77%