kyte POWERTECH

A company of R&S

GENDER PAY GAP REPORT 2026



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Foreword

"At Kyte Powertech, we are committed to creating a workplace where equality, inclusion and opportunity are embedded in everything we do."

Kyte Powertech Ltd is a company of the R&S Group and manufactures distribution transformers from 25kVA to 10 MVA. Kyte lives by its values of Energy Expertise, Responsive Ingenuity, Powerful Connections and Customers at our Core.

We thrive in our diverse workforce, enriched with over 30 different nationalities. Our commitment is to consistently provide customer value and satisfaction in product and service through world-class leadership, continual improvement, employee development, and social responsibility, while leading energy efficiency and protecting the environment, health and safety of employees.

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 programs, creating career advancement opportunities, and fostering an inclusive environment where every individual can thrive

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People are the heart of our business. Continuously improving the experience of people at work supports us to grow and progress. The challenges Kyte Powertech Ltd faces regarding the gender pay gap are significant.

We are operating in an Industry where there are challenges in attracting women and where our long service provides a legacy of a male-dominated manufacturing environment since 1977.

While we acknowledge progress to date with our gender pay gap strategy, 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 Kyte Powertech's success as a leading renewable energy company.

Our Mission

To design and manufacture reliable, efficient and sustainable transformer solutions that support the development of resilient electricity networks and the transition to a lower-carbon energy system.

We are committed to combining engineering expertise, responsible manufacturing and continuous innovation to deliver long-term value for our customers, our communities and the wider energy infrastructure we serve.

Kyte Powertech is a leading manufacturer of oil-filled distribution and special transformers, serving utilities, renewable energy, infrastructure and industrial customers across Ireland, the UK and European markets.

Based in Cavan, Ireland, Kyte Powertech has designed and manufactured transformer solutions since 1977. Our experience, engineering expertise and manufacturing capability enable us to deliver reliable, efficient and application-specific solutions for modern electricity networks and a rapidly evolving energy system.

Our transformers support a wide range of applications, from electricity distribution and grid infrastructure to renewable energy, battery energy storage, data centres, EV charging and industrial projects. As part of R&S Group, Kyte combines established local expertise with the wider manufacturing capabilities and technical knowledge of an international transformer group.

Our pay gap and the reasons for it

We have a long-standing commitment to having a fair and transparent remuneration structure. The majority of our employees are paid on the basis of collectively agreed pay scales that provide significant progression with ongoing service to the company. We are committed to paying equal pay for equal work and to providing a supportive, attractive workplace for people of all genders.

As is common among businesses that operate in the manufacturing sector in long-established sites, our workforce is predominantly male. This, in turn, has led to a mean gender pay gap of 6.30%. Our median gender pay gap is 5.45%, a figure we are also committed to reducing.

Many of our more skilled grades are in crafts, metal welding and metal forming. Craft workers and Welders are our highest hourly pay grade due to the skill and required training prior to employment.

However, there is zero female representation in these groups. Also, clerical roles within the company are typically female dominated whilst in more senior roles we see long serving engineers and supervisory staff, traditionally from a male background. Kyte Powertech has an average service of 15 years.

Appointments were made in supervisory roles and engineering roles during the period of reporting. However, it remains less females are attracted to craft vacancies, welding vacancies and engineering in an industrial environment.

The pay gap is largely driven by significantly lower female participation in craft and engineering and skilled metal work roles which are dominant at Kyte Powertech. We have no applicants from females for these welding positions and fail to attract same.

Currently the Company only has one category of part-time workers who are classified as weekend workers. All weekend workers are men due to the nature of no female applications.

Our median bonus pay gap in the table below includes the Company's female CEO who skews the bonus pay gap in favor of women.

Background

80% of our employees are male. Only 20% are female. The overwhelming majority of our employees are full-time and permanent. The relatively small proportion of female employees — and the very small number of part-time and temporary employees — means that statistics relating to salaries can be significantly influenced by small numbers of individuals in each category, so the figures in this report need to be read with caution.

What does the jargon mean?

This report uses the expressions "mean" and "median" when referring to the gender pay gap. These expressions are different ways of capturing the gender pay gap.

The **mean** gender pay gap is the difference between the average hourly remuneration of male employees and the average hourly remuneration of female employees.

The **median** gender pay gap is determined by assembling lists of the average hourly remuneration of all the individual males and females in the organisation and determining the difference between:

- the remuneration of the female who is in the middle of the female list; and
- the remuneration of the male who is in the middle of the male list.

When discussing both mean and median numbers in any category:

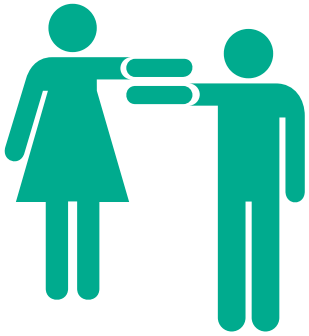
- a **positive number** means that male employees' remuneration is higher;
- a **negative number** means that female employees' remuneration is higher.

This report includes details of the gender composition of earning quartiles. Each quartile is a quarter of the total workforce — 25% (or as close as possible to 25%) in each of the following four categories.

- The "lower quartile" is the 25% of the workforce with the lowest hourly pay.
- The "lower middle quartile" is the 25% of the workforce with the second-lowest hourly pay.
- The "upper middle quartile" is the 25% of the workforce with the second-highest hourly pay.
- The "upper quartile" is the 25% of the workforce with the highest hourly pay.

The difference between gender pay gap and equal pay

Kyte Powertech provides equal pay for equal work. The existence of a gender pay gap does not mean that people are paid differently for doing the same or similar work. One of the purposes of gender pay gap reporting is to put a spotlight on concentrations of males and females in different types of roles, where pay differs because responsibilities are different.



Tackling the reasons for the gender pay gap

A significant part of the reasons for the gender pay gap in Kyte Powertech are outside of our control. A proportion of the gender pay gap in our business can only be addressed by increasing the number of girls who study science, technology, engineering and maths subjects in school and who go into careers related to those fields of study.

However, some aspects are within our control. We are committed to addressing those aspects of the gender pay gap that we can control.

For example, we have recently launched recruitment campaigns to encourage female applications for roles. We plan to repeat such campaigns regularly. We are also focused on making all parts of our business a more attractive place for women to work.

For example, we are reviewing our rosters with a view to introduce family-friendly working hours. In these and in other respects, we are committed to reducing the gender pay gap significantly.

Our Strategic Focus for 2027 and Beyond

Sustain Progress and Transparency

The Figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information Act 2021) Regulation 2017.

Enhance Representation and Leadership Balance

Continued development and refinement of best-practice recruitment processes to achieve balanced representation at senior levels.

Inclusive Recruitment and Retention

Continue partnerships with local schools in Cavan in Science, Engineering, and Business, and strengthen attraction and retention strategies to build a diverse workforce. We further encourage both sexes in STEM by our company scholarship scheme

Empower Flexibility and Wellbeing

Evolve hybrid working policies, reinforce the impact of inclusive policies and host events promoting mental health and inclusion.

Our Long-Term Vision

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

Ensure equitable pay and opportunities for progression for all.

Increase women's representation across senior and technical roles.

Build a workplace culture that celebrates diversity and makes every employee feel valued, supported, and included.

Together with our employees, we are building an organisation that reflects the diverse communities we serve.



Appendix

2026 Gender Pay Gap Information Act 2021 Reporting Requirements
Snapshot date – 26/06/2026

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 26th June 2026.

Gender Pay Gap Requirements	2026 Percentage	
Mean Hourly Gender Pay Gap (All)	6.30%	
Mean Hourly Gender Pay Gap (Part-Time)	N/A	
Mean Hourly Gender Pay Gap (Temp Contract)	-14.22%	
Median Hourly Gender Pay Gap (All)	5.45%	
Median Hourly Gender Pay Gap (Part-Time)	N/A	
Median Hourly GenderPay Gap (Temp Contract)	-0.20%	
Mean Bonus Remuneration Gender Pay Gap (All)	-6.68%	
Median Bonus Remuneration Gender Pay Gap (All)	-1.94%	
	Male	**Female**
Percentage of Employees per Gender to receive a paid bonus	97%	95%
Percentage of Employees per Gender to receive a benefit-in-kind	97%	92%
Percentage of Employees within lower remuneration quartile	75%	25%
Percentage of Employees within lower middle remuneration quartile	78%	22%
Percentage of Employees within upper middle remuneration quartile	84%	16%
Percentage of Employees within upper remuneration quartile	84%	16%