

# Gender pay gap report 2025 Ireland



# Who are we?

Siemens Gamesa is a leader in the renewable energy industry, working to provide the world's best offshore and onshore wind turbines and services.

In May 2022, Siemens Energy announced its tender offer to acquire all remaining shares in Siemens Gamesa. The tender offer concluded in December 2022, and following a corresponding purchase order, Siemens Energy held around 98% of Siemens Gamesa shares.

In June 2023, the minority shareholders of Siemens Gamesa approved a capital reduction, thus paving the way for the company's full integration into Siemens Energy, which now holds 100% of the Siemens Gamesa shares. On October 4, 2025, Siemens Gamesa in Ireland merged with Siemens Energy, marking the start of a new chapter as one company in Ireland.

Siemens Energy is a global leader in energy technology. We support companies and countries to reduce emissions across the energy landscape – for a more reliable, affordable and sustainable energy system.



# About this report

The Gender Pay Gap Information Act 2021 published under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2025, requires organisations to report on their hourly gender pay gap across a range of metrics.

In accordance with regulations, we are pleased to present our 2025 Gender Pay Gap Report for Siemens Gamesa in Ireland.

The hourly pay calculations are based on a 'snapshot date' of 30 June 2025, and the bonus pay calculations are based on the 12 months prior to this date. The data within this report reflects our organisation on this date.



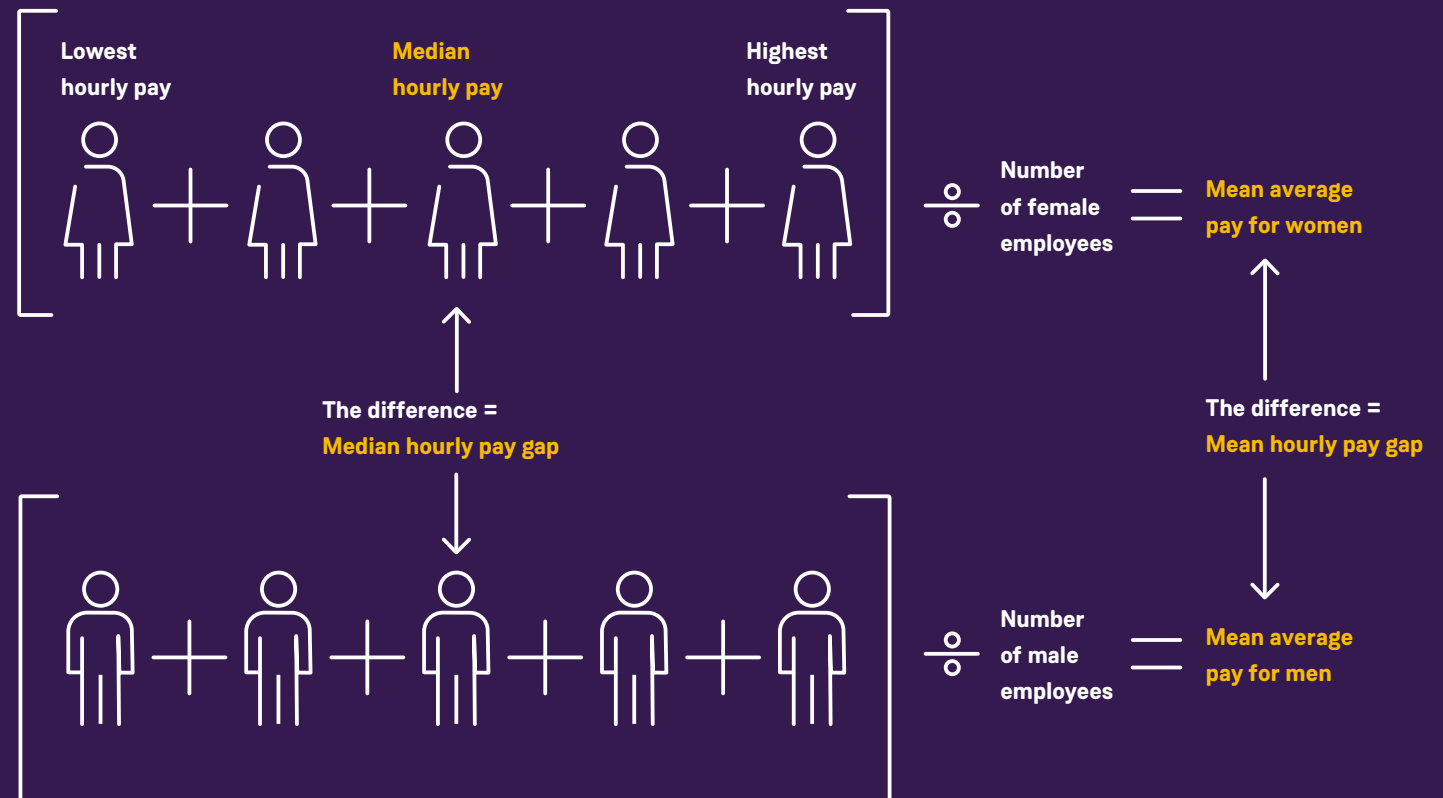
# What is the gender pay gap?

The gender pay gap is an equality measure that shows the percentage difference in average (mean or median) earnings, for both hourly pay and bonus pay, between women and men across an organisation, regardless of the nature of their work.

The gender pay gap is different to equal pay. Equal pay deals with the direct pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The report is based on legal gender categories. We acknowledge that our people may identify differently.

## How we calculate mean and median pay difference



# Siemens Gamesa Renewable Energy Ireland GPG Results

78% of our employees are men

22% of our employees are women



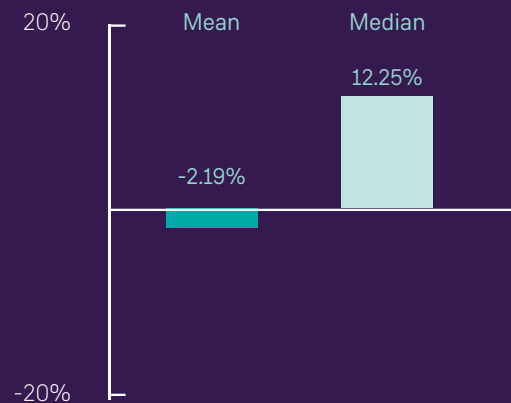
72.73% of women receive a bonus

90.2% of men receive a bonus



## Pay gap comparison

### Hourly Pay Gap

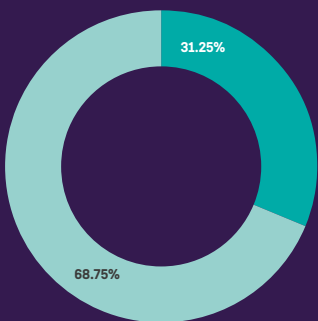


### Bonus Pay Gap

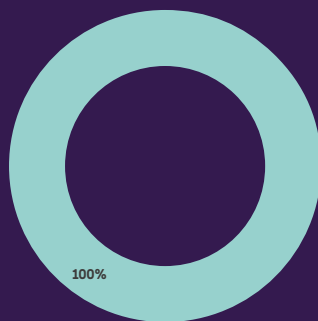


## Proportion of women and men in each pay quartile

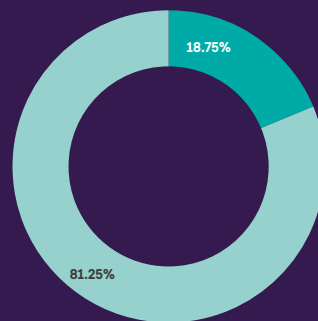
### Lower Quartile



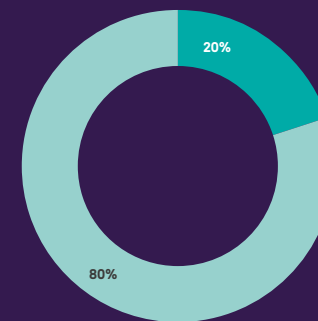
### Lower Middle Quartile



### Upper Middle Quartile



### Upper Quartile



Women Men

On the 'snapshot date' of 30 June 2025, Siemens Gamesa Renewable Energy in Ireland had a total of 65 employees, of which 51 were male and 14 were female. The regulations require the organisation to report on the Mean and Median Hourly Pay for Part Time and Temporary employees. On the snapshot date, the organisation can confirm that there were no employees under these categories.

# Inclusion and Diversity



## Equity

We recognise the unique needs of each individual or group and we remove barriers and create opportunities under which everyone can participate on equal terms.



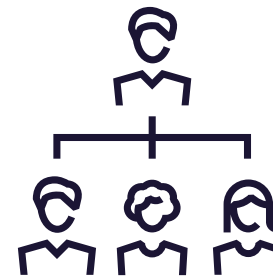
## Belonging

We make our mix work by creating an inclusive culture where people feel respected, engaged, able to speak up and be themselves.



## Society and Partnerships

We work together, internally and externally, with customers and partners to support us in becoming more diverse & inclusive.



## Accountable Leaders

Our leaders are accountable and internally and publicly champion diversity, equity and inclusion.

### Our Core Behaviour – “Be Open & Inclusive”

We use “inclusion” to describe our commitment to being an open and inclusive company, striving to create safe, welcoming workplaces with a culture that encourages equality and belonging.

We use “diversity” to describe our commitment to recognising and respecting the differences between people whilst valuing the contribution everyone can make to our business, without any tolerance for discrimination or bias of any kind.

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