



Enel X Ireland Gender Pay Gap Report 2025

Snapshot date 01-06-2025



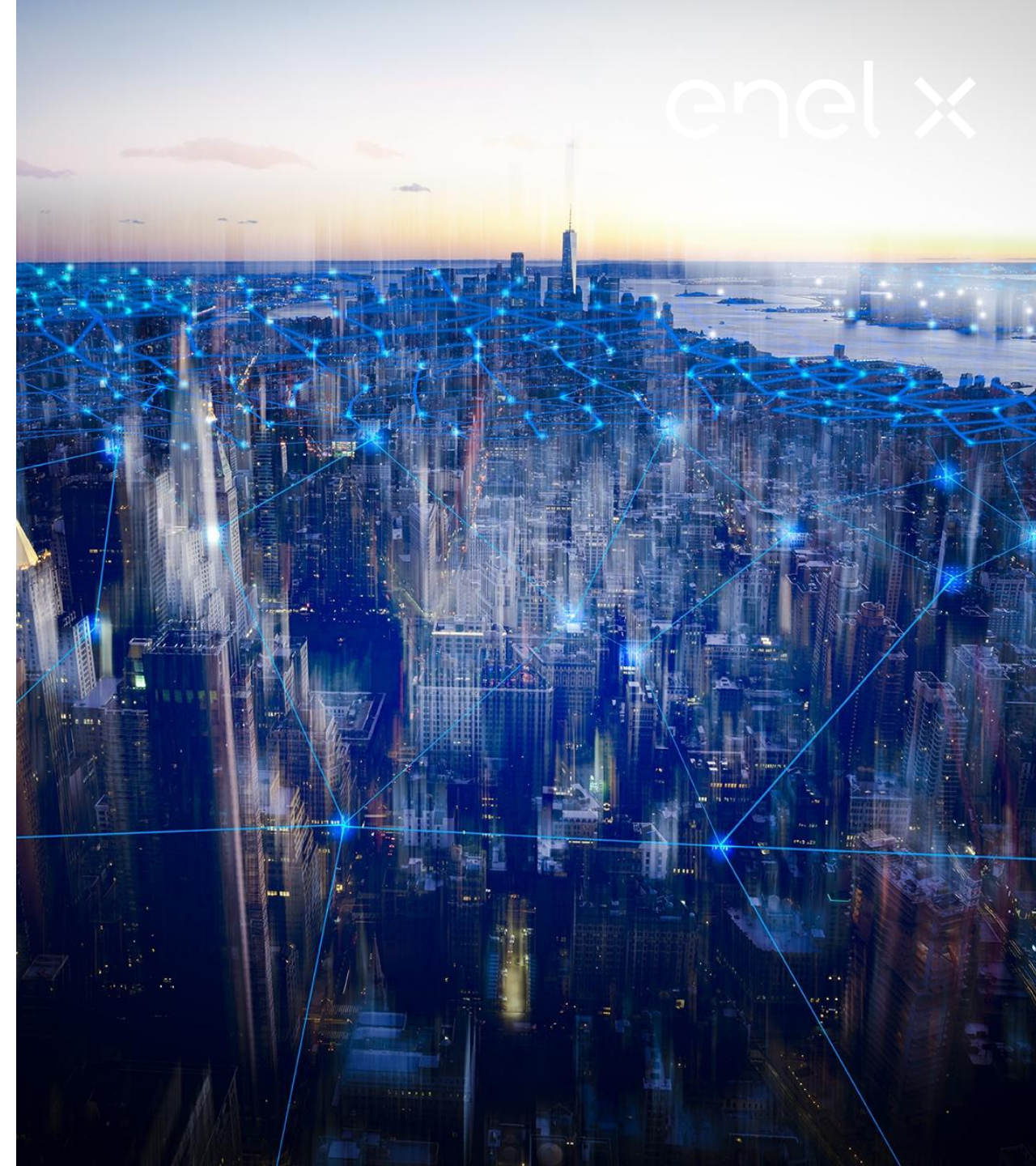
Enel X Ireland Gender Pay Gap Report 2024-2025

Our Commitment to Pay Equity

At Enel X, we believe everyone deserves a **fair** chance to succeed - regardless of their gender. We ensure **equal opportunities** and **increased representation of women** at all levels. We also promote a culture of **merit, transparency** and **inclusion** while addressing gender stereotypes and promoting a good **work-life balance**. Equal pay and gender equity aren't just policies to us — they're core to who we are. We understand that building a diverse and inclusive team will only make us more resilient and adaptable, more innovative, and better at what we do.

We will continue to work on our policies, projects and initiatives focused on **gender and pay equity**, by providing equal opportunities and greater female representation in the workforce. We will continue to address gender imbalances, gender stereotypes and work-family balance in order to provide equal access to career growth and improve management processes for everyone.

This is an **ongoing journey**, but our aim is clear: to **make Enel X a place where everyone has the same chance to thrive and be recognised for their work**.



Our presence in Ireland

Enel X is dedicated to helping some of the world’s largest energy consumers to protect electricity grid stability in support of the transition to renewable energy. In Ireland, our core offering is built around maximising the commercial and environmental rewards available from energy flexibility programme participation.



Within this report we present the figures for EnerNOC Ireland Limited (T/A Enel X) business for the first time, since the business now meets the legislative requirement for gender pay gap reporting.



Enel X Ireland has a total of 59 employees* in the country. Women represent 37.29% of the workforce that is in scope for gender pay gap reporting in 2025.

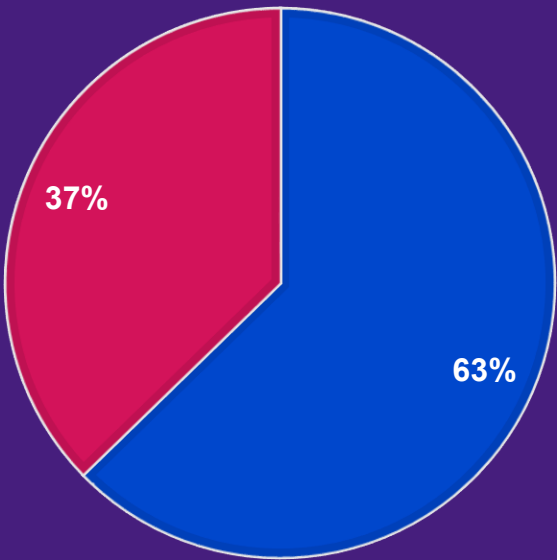


In 2025 until the snapshot date of 1st June 2025, of the total new hires, 57.14% were women.



GENDER BALANCE

Male Female



*Data from 1st June 2025

About our reporting



What is the Gender Pay Gap?

- The gender Pay gap measures the difference in the average pay of female and male employees.
- The measure does not take into account the specific roles they hold; instead, it is calculated using two different measures: median and mean.
- Hence, the pay gap provides a group overview, highlighting any differences in the distribution of pay between male and female employees across the organisation.



What does the report show?

To comply with Ireland's Gender Pay Gap Information Act 2021, we measure:

- the median and mean gender pay and bonus gaps
- the percentage of male and female employees receiving bonus and benefits in kind
- the quartile pay bands distribution.



Previous years

Prior to 2025, Enel X Ireland was not in scope of the Gender Pay Gap Reporting. From 2025 onwards, we will report on the yearly Gender Pay Gap and year-on-year changes.

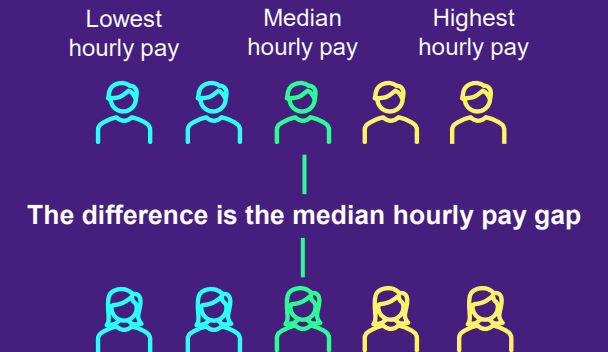


How to interpret results?

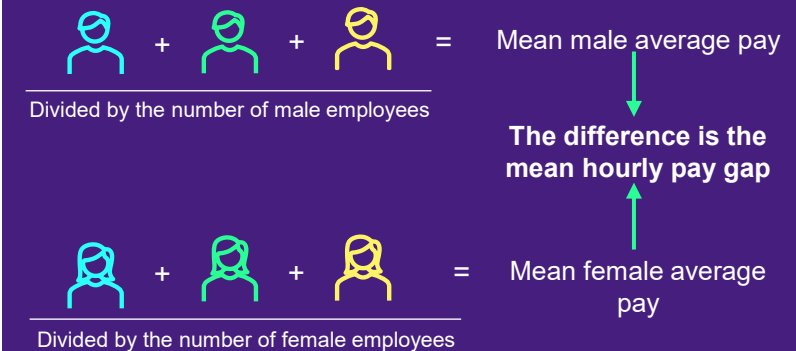
- A positive percentage difference means that male employees are being paid more.
- A negative percentage difference shows female employees are being paid more.
- A null difference means equal pay for female and male employees.



THE MEDIAN PAY GAP



THE MEAN PAY GAP



Our Gender Pay Gap Results

Hourly Pay

All Employees		Full Time Employees		Part Time Employees	
Median	Mean	Median	Mean	Median	Mean
6.2%	-2.2%	26.6%	6.5%	0%	0%
Mean gender pay gap is 6.2% in favour of men		Mean gender pay gap is 26.6% in favour of men		Mean gender pay gap is 0% with no difference	
Median gender pay gap is 2.2% in favour of women		Median gender pay gap is 6.5% in favour of men		Median gender pay gap is 0% with no difference	
				We currently have no male Part-time Employees	



Bonus Pay

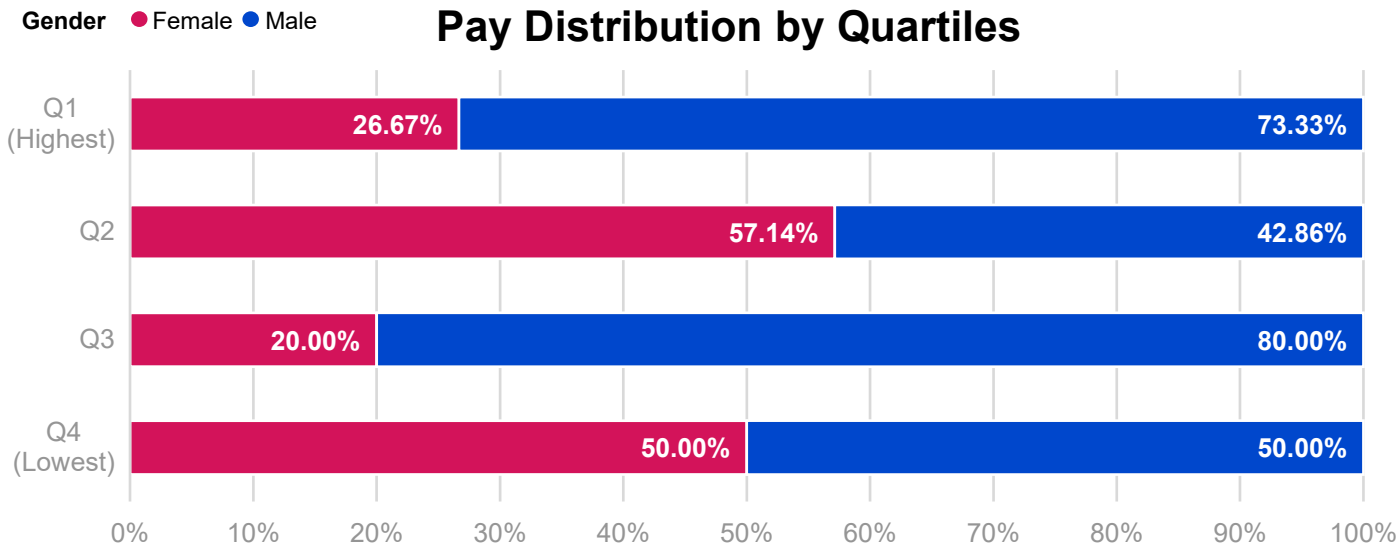
Excluding Employees who didn't receive a bonus		Including Employees who didn't receive a bonus with a bonus figure of €0	
Median	Mean	Median	Mean
32.0%	4.0%	28.6%	19.1%
Mean bonus pay gap is 32.0% in favour of men		Mean gender pay gap is 28.6% in favour of men	
Median gender pay gap is 4.0% in favour of women		Median gender pay gap is 19.1% in favour of men	
<p>Notes:</p> <ul style="list-style-type: none">- The highest bonuses are sales bonuses, and Sales is a team currently composed exclusively of male Employees.- New hires would not have received a bonus at the snapshot date.		<p>Notes:</p> <ul style="list-style-type: none">- The highest bonuses are sales bonuses, and Sales is a team currently composed exclusively of male Employees.- New hires would not have received a bonus at the snapshot date.	

Our Gender Pay Gap Results

Distribution of Pay, Bonus and BIK



The pay quartiles shown below are based on the hourly pay of all employees employed on the snapshot date.



Employees are divided into four equal groups, from the lowest to the highest earners, to show the proportion of men and women in each pay band.

Proportion Receiving Bonuses



All Employees, men and women, are eligible to bonuses, however at the snapshot date not all of them had been paid a bonus.

Proportion Receiving Benefits in Kind



Benefits in Kind are optional benefits, offered in the same way to men and women.

Our Actions to Address the Gender Pay Gap



Equal Policies

- ✓ Equal Rewarding policy and process for everyone, with a focus on the current gap
- ✓ Equal Talent and Performance management policy and practices for everyone

Transparency

- ✓ Leadership commitment and accountability to close the gender pay gap
- ✓ Continue to promote Monthly Business Review Meetings
- ✓ Increase training and awareness on Performance Management strategies and process and how it impacts decision-making on Rewarding and Career Progression
- ✓ Reinforce Talent Management strategy where high potential employees, regardless of gender, have access to career progress opportunities, succession planning, exchange programs, cross-functional job shadowing, and other talent initiatives

Career Development and Progression

- ✓ Continue to offer equal Training and Professional & Personal Development allowance for everyone
- ✓ Reinforce internal and external Mentorship & Coaching opportunities
- ✓ Campaign for internal recruitment and promotion of female employees
- ✓ Continue to offer unconscious bias training for all employee and people managers to eliminate gender unconscious bias

Work-Life Harmony

- ✓ Enhanced benefits such as maternity leave & pay to mitigate financial burden during extended leave
- ✓ Promote flexibility of working (part-time; hybrid/ remote working) in order to support work-life balance

Talent Attraction & Engagement

- ✓ Promote a bias-free Recruitment process
- ✓ Diversify the list of partners we work with in order to amplify options and prioritise those with the same gender equity commitment
- ✓ Reinforce Inclusive Hiring Practices such as diversity and inclusion and promoting women into leadership positions, which will address the gap of female representation in senior positions
- ✓ Achieve Talent Attraction goal of 50% of female candidates across all positions' shortlists

Compensation Review

- ✓ Yearly review of compensation and benchmarking to ensure equal pay
- ✓ Regular salary checks to identify and address any gender-based disparities
- ✓ Promote Standardised Pay Structures by implementing clear and transparent salary structures and pay band

Culture

- ✓ Continue to encourage Enel X's Culture Council to advise Leadership and all employees on best practices, promotion of company values & operating principles, and how to improve employees' experience
- ✓ Promote the "Women at Enel X" Group and create opportunities for networking, collaboration, influence and impact on business and culture
- ✓ Reinforce the Buddy Program & Buddy's role in helping new hires, including women, entering male-dominated fields and reduce initial stress and burnout, improving retention rates for female talent.

Looking Ahead

Our 2027 Goals



Our goal is to achieve a neutral gender pay gap by 2027.

We recognise that meaningful change takes commitment, transparency, and ongoing effort -- and we're fully invested in that journey.

Between now and 2027, we will continue to monitor our pay data regularly, publish our findings, and take targeted action where needed. This includes reviewing our policies and practices, ensuring fairness in recruitment and selection processes by actively seeking and welcoming candidates from a wide range of backgrounds, demographics, and experiences. It also requires us to ensure ongoing monitoring compensation, development and promotion of career progress opportunities for everyone and removing any barriers that may contribute to unequal outcomes.

We believe that everyone should be rewarded fairly for the work they do, and we are determined to create a workplace where pay equity is not just an aim, but a standard.

Achieving this goal is part of our broader commitment to building a diverse, inclusive, and future-ready organisation.

Our Focus



Upturn diversity & inclusion in our Talent Attraction practices, including employer branding and recruitment & selection

Diversify opportunities for Career Progression and Succession Planning by promoting training, mentoring, coaching and networking for female employees

Strengthen ongoing monitoring and benchmarking of compensation and related pay practices

Continue to promote a culture of Diversity, Inclusion & Respect and mitigate unconscious bias in the organisation and overall industry

Achieve our Talent Attraction goal of 50% of female candidates across all positions' shortlists



Enel X Ireland

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