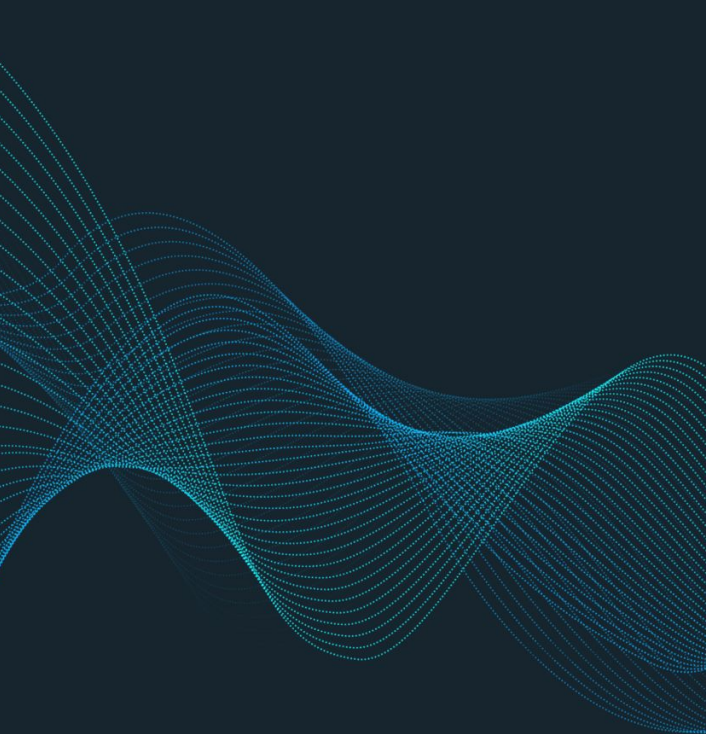


Gender Pay Report

2024/2025 Report





“At T-Pro, we believe that diversity and inclusion are not just values we uphold but consider them as key drivers of our three core pillars - Customer Focus, Innovation and Operational Excellence. Our commitment to creating an inclusive environment benefits our team, our Company and above all else enables us to deliver on our mission to ensure every patient gets the care that they deserve.

This is T-Pro's first year reporting on Gender Pay. For both myself and the wider Leadership Team, the exercise has been very insightful. It has allowed us to identify gaps, collectively agree measures we can implement to improve on these gaps but more importantly look at what we can do for certain areas of our business to ensure our employees see us delivering on our commitments.

We are dedicated to making progress and understand that following the measures to bridge any gaps will not only enhance T-Pro as a Company but enhance the employee experience for all those that work here.

We confirm that our gender pay calculations are accurate and meet the requirements of the Gender Pay Report Information Act 2021”.

Jonathan Larbey
Chief Executive Officer



T-Pro Ireland

T-Pro is made up of 2 legal entities in Ireland

- Norty Ireland Limited
- BidCo Ireland Limited

Our 2024/2025 report covers Norty Ireland Limited, this entity is the only entity that meets the Government criteria of 50+ employees and their gender pay metrics are captured in this report. During this period no temporary / fixed term employees were employed.

BidCo Ireland Limited employees less than the government criteria to report and are therefore not included.



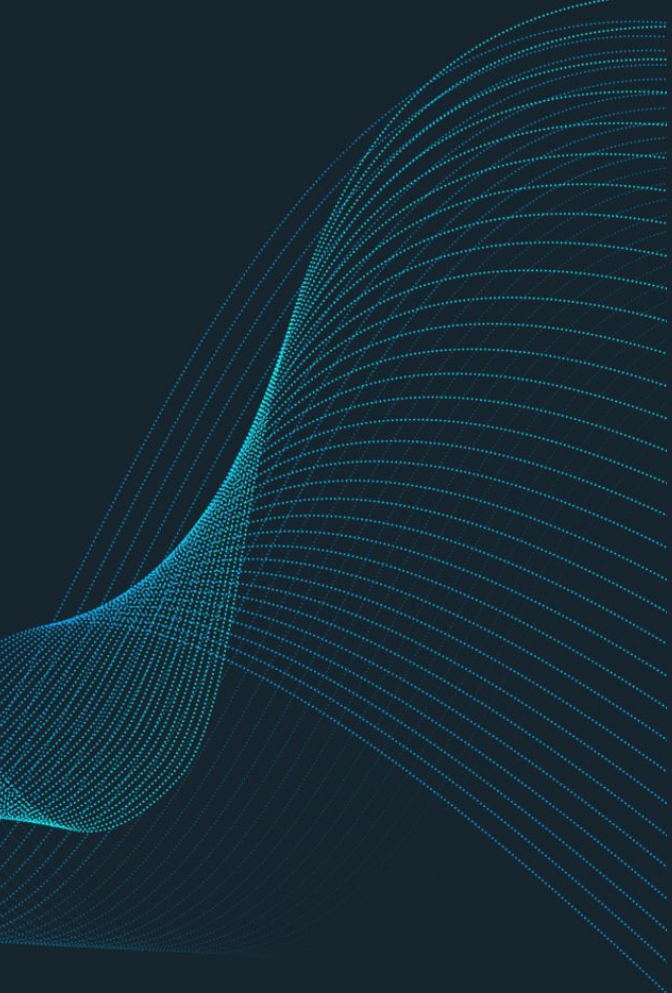
59 | 41
F | M %



8 nationalities

Supporting a Global customer base





Understanding the Gender Pay Gap

The Gender Pay Gap is not about equal pay.

Equal pay is about women and men receiving the same or equal pay for the same or similar job. As a business we believe equal pay is non negotiable and we are committed to it.

The Gender Pay Gap looks at compensation (pay, bonuses, shares etc) across all roles, regardless of whether the roles are similar or not. It is looking at the difference in the hourly earning in the 12 months up to 24th June 2025, regardless of the work they do.

As a result even when men and women are paid the same for doing the same work there still might be a gender pay gap. It usually (as is the case in T-Pro) indicates that there is unequal representation between men and women in the organisation.

Our snapshot date for this report is 24th June 2025.



Our Results

		MEAN	MEDIAN
All	100%	66.14%	75.16%
Full Time	49%	37.33%	35.84%
Part Time	51%	-26.06%	-250%

Understanding our Results

While the above might suggest a high variance in our numbers we can link this to two core factors.

(a) We have a higher percentage of female worker 71% of these are employed in roles where salary / hourly rate of pay is based on output + employed part time. Less than 5% of males are employed part time.

(b) An under representation of female talent within some functions.

Our sector is one that has c35% female talent availability. In FY25 to date 28% of our open roles were filled by women compared to 14% in FY24, this demonstrates our dedication to maintaining progress in ensuring a diverse workforce.

MEAN

Is calculated by adding up the total pay of employees and dividing by the the employees in the Group. The calculation is completed separately for men and women and the totals are compared and represented as a proportion of the male mean.

MEDIAN

The median is the number which is in the middle of the ranking of pay from lowest to highest in each group and gives the best view of "typical pay". The middle number is compared and represented as a proportion of the male median



{T-PRO}

Pay Quartiles, Bonuses + BIK

PAY QUARTILES

Are calculated by splitting all employees into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels in the organisation

Lower



33% | 15%

Lower Middle



32% | 15%

Upper Middle



25% | 25%

Top



10% | 45%

Bonus Payments



82 % | 57%

Benefit in Kind



35 % | 95%

Equity Distribution



22 people within the Company are retained via equity 2F | 20M. Excluding C Suite all females + males have received equal %'s

{T-PRO}



Driving Inclusion

We understand that a true approach to diversity and inclusion means accepting the difference between people in whatever form they take, inclusion for us is about making everyone feel included, appreciated and valued regardless of their background. Our employees continue to be a key component in the success of our Company to this end we are committed to fostering an inclusive culture and building a future pipeline of talented team members. To build a future that will work for all employees, we will focus on

Workforce | We are committed to increasing representation across all areas and retaining talent at all levels.

Accountability | Holding ourselves accountable for upholding our approach to fostering an inclusive culture and T-Pro's Code of Conduct.

Workplace | Create an authentic workplace environment where everyone can be their authentic self and understand how their work contributes to our overall mission and values.