FEHILY TIMONEY

DESIGNING AND DELIVERING A SUSTAINABLE FUTURE

REPORT

Fehily Timoney Gender Pay Gap Report 2026

Prepared for:

Fehily Timoney and Company Ltd

FEHILY TIMONEY

DESIGNING AND DELIVERING A SUSTAINABLE FUTURE

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TABLE OF CONTENTS

1. GENDER PAY GAP REPORT 1

1.1 About Fehily Timoney & Company Ltd 1

1.2 About This Report and Legal Context 1

1.3 Definitions 1

1.4 Workforce profile (headcount on snapshot date) 1

1.5 Hourly remuneration gaps (required metrics) 2

1.6 Bonus remuneration and participation (required metrics) 3

1.7 Benefits-in-kind (BIK) participation (required metric) 3

1.8 Hourly remuneration quartile pay bands (required metric) 3

1.9 Our Commitments 4

1.10 Methodology (Transparency) 5

1.11 Conclusion 6

1.12 Publication and Accessibility 6

1.13 Contact 6

1. GENDER PAY GAP REPORT

1.1 About Fehily Timoney & Company Ltd

Fehily Timoney and Company (FT) is one of Ireland's largest Irish owned consultants with centres of excellence in Sustainable Infrastructure, Circular Economy, Environment and Renewable Energy. FT provides planning, design and contract management services for the construction of sustainable infrastructure projects such as roads, bridgeworks, greenways, airports, bus, rail, biomethane facilities, recycling facilities, solid waste facilities, battery storage, wind farms and solar farms.

1.2 About This Report and Legal Context

This report is prepared to meet the requirements of the Gender Pay Gap Information Act 2021 and associated Regulations. It presents all required metrics and a supplemental narrative explaining the reasons for pay differences and measures we are taking to reduce them. Methodology follows Government Guidance on calculating the hourly remuneration, bonus metrics, benefits-in-kind (BIK) participation, and quartile pay bands.

1.3 Definitions

a) **Gender Pay Gap:** is the difference in average hourly rates of pay between male and female employees, including ordinary and bonus pay, during the relevant pay period across all our employees. The Gender Pay Gap is represented as the average difference in gross hourly rates of pay for male and for female employees, expressed as a percentage of the male employee's average hourly rate of pay.

b) **The Mean Gender Pay Gap:** is the difference in the arithmetic average hourly rate of pay for female employees compared to male employees.

c) **The Median Gender Pay Gap:** is the difference between the median hourly rate of pay for female employees (the middle-paid woman) compared to the median hourly rate of pay for male employees (the middle-paid man).

d) **Quartiles:** Employees are organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile is expressed as a percentage.

e) **Benefit in Kind:** is remuneration other than salary which is not included within the meaning of ordinary pay for the purpose of Gender Pay Gap reporting.

1.4 Workforce profile (headcount on snapshot date)

- Total employees: 115
- Men: 64 (56%)
- Women: 51 (44%)
- Contract types:

  Full-time: 101 (57 male; 44 female)

  Part-time: 7 (1 male, 6 female)

  Temporary: 7 (6 male, 1 female)

1.5 Hourly remuneration gaps (required metrics)

a) All employees

- Mean hourly remuneration gap (men vs women): 10.5%
- Median hourly remuneration gap (men vs women): 10.1%

  (Reference mean *rates: men* ≈ €34.09*/hour, women* ≈€30.50*/hour.)*

Narrative: Our mean hourly gender pay gap is 10.5%, and our median hourly gender pay gap is 10.1%. The gap is influenced by differences in the representation of men and women across levels of seniority, with men currently more highly represented in senior and higher-paid positions, within a sector that has traditionally been male-dominated. The gender pay gap is distinct from equal pay for equal work and reflects differences in workforce composition across the organisation. We remain committed to creating opportunities for all employees to progress through targeted recruitment, professional development and succession planning, supporting greater gender balance at senior levels.

b) Part-time employees

- Mean gap: 18.5%
- Median gap: 23.1%

Narrative: The part-time cohort comprises six female employees and one male employee. The male employee within this cohort holds a more senior role, which influences the pay gap within this small group. Given the small cohort size and limited male representation, these figures should be interpreted with caution, as the male comparator is based on a single employee and the results are therefore particularly sensitive to individual circumstances. The mean figure has been reduced from 36.35% in 2025 and the median reduced from 43.41%. A very positive and progressive result for part-time employees.

c) Temporary/fixed-term employees

- Mean gap: 3.6%
- Median gap: 4.8%

Narrative: Temporary positions during the reporting period primarily related to internships within FT's structured early-career programme, providing opportunities to develop skills and professional experience. The temporary employee cohort comprises six male employees and one female employee. The mean hourly gender pay gap for temporary employees is 3.6%, while the median gap is 4.8%. Given the small cohort size and limited female representation, these figures should be interpreted with caution, as the female comparator is based on a single employee.

1.6 Bonus remuneration and participation (required metrics)

Definition: Performance/incentive/commission/share-based payments in the reporting period; we report mean/median bonus gaps and participation rates.

Mean bonus remuneration gap: 14.5%

Median bonus remuneration gap: No gap

% receiving a bonus: 84.4% of men (54 of 64) and 86.3% of women (44 of 51)

Narrative: We recorded a 14.5% mean bonus remuneration gap, while there was no median bonus gap. Bonus payments are determined by employee grade and are not based on gender. The mean gap therefore reflects the distribution of men and women across different grades and the corresponding bonus values, rather than a difference in the basis on which bonuses are awarded to men and women.

Bonus participation was broadly balanced, with 86.3% of women receiving a bonus compared with 84.4% of men. Employees who did not receive a bonus were either recent starters who joined shortly before the reporting date or fixed-term interns and therefore had not qualified for a bonus during the relevant period.

1.7 Benefits-in-kind (BIK) participation (required metric)

Definition: BIK are non-cash benefits with monetary value (e.g., company car, private medical insurance). Reported by participation rate.

Men receiving BIK: 21.9% (14 out of 64 men)

Women receiving BIK: 37.3% (19 out of 51 women)

Difference: The proportion of women receiving BIK was 15.4 percentage points higher than the proportion of men.

Narrative: Benefits in Kind (BIK) within our organisation relate to gym membership and associated parking facilities available to employees based in our Dublin office. These benefits reflect the specific facilities and parking arrangements at that location. The difference in BIK participation between male and female employees is therefore influenced by the gender composition of employees based in the Dublin office, rather than differences in access to the benefit based on gender.

1.8 Hourly remuneration quartile pay bands (required metric)

Method: Rank all employees by hourly remuneration (lowest→highest) and split into four equal quartiles by headcount; report gender composition per quartile.

Quartile	Female	Male	Employees (count)
Lower quartile	48.3%	51.7%	29
Lower middle quartile	48.3%	51.7%	29

Quartile	Female	Male	Employees (count)
Upper middle quartile	60.7%	39.3%	28
Upper quartile	20.7%	79.3%	29

Narrative: The 2026 figures show an increase in female representation across all four hourly remuneration quartiles compared with 2025. The most notable change is within the upper-middle quartile, where female representation increased from 44.4% in 2025 to 60.7% in 2026. Female representation also increased in the lower quartile from 42.3% to 48.3%, and in the lower-middle quartile from 46.2% to 48.3%.

The upper quartile continues to show the greatest gender imbalance, with women representing 20.7% and men 79.3% of employees within this quartile. However, female representation in the upper quartile has increased from 19.2% in 2025 to 20.7% in 2026.

These improvements are also reflected in the overall composition of our workforce. Women now represent 44% of employees, compared with 38.1% in 2025, an increase of 5.9 percentage points. Over the same period, male representation decreased from 61.9% to 56.0%. This represents positive progress towards a more balanced workforce and reflects continued growth in female representation across the organisation.

While we recognise that further progress is needed, particularly in increasing female representation at more senior levels, the year-on-year movement across the workforce and remuneration quartiles demonstrates positive progress towards greater gender balance. The quartile distribution reflects the representation of men and women across different levels of hourly remuneration and should be considered alongside FT's overall workforce composition and gender pay gap results.

1.9 Our Commitments

Sustainability, diversity and collaboration remain central to FT’s approach. The 2026 results demonstrate positive progress in female representation across FT, while also highlighting areas where further progress is required. Women now account for 44% of our workforce, compared with 38.1% in 2025, and female representation has increased across all four remuneration quartiles. However, women represent 20.7% of the upper quartile, demonstrating that improving gender representation at senior and higher-paid levels remains an important priority.

Senior Hiring and Promotion Parity

We will continue to support greater gender balance in senior and higher-paid roles through inclusive recruitment and fair, transparent promotion processes. We will review representation at these levels and support equal access to opportunities for progression.

Leadership Pathways for Women

We will continue to support women’s progression into senior and leadership roles through professional development, career planning and succession planning. Building on increased female representation across the pay quartiles, we will focus on developing a strong and diverse pipeline for future leadership positions.

Pay Progression and Market Alignment

We will continue to review pay progression and remuneration against relevant market standards, taking account of role responsibilities, skills and experience. Our approach will support consistent and equitable pay decisions and transparency around how employees can progress.

Flexible Working and Returner Programmes

We will continue to support flexible working arrangements that help employees balance work and personal responsibilities while maintaining access to career development and progression. We will also explore opportunities to strengthen support for employees returning after career breaks, including appropriate induction, training and phased return arrangements.

Temporary Cohort Representation

We will continue to encourage broader participation in temporary roles, including internships, through engagement with universities and early-career recruitment initiatives. We will monitor the gender composition of this cohort and support equitable access to development opportunities and consideration for permanent roles.

Manager Capability

We will invest in training managers on inclusive leadership, objective performance management and bias mitigation to support fair and transparent decision-making in recruitment, pay and promotion.

Fair and transparent reward practices

We will review pay and reward practices, including decision-making, communication and access to benefits, to support fairness, consistency and transparency.

We will track mean and median pay gaps, part-time and temporary employee metrics, and pay quartile representation, reporting annually on year-on-year progress for transparency and accountability.

1.10 Methodology (Transparency)

- Population: All employees employed on June 30, 2025, using remuneration from the preceding 12 months; excludes agency workers/contractors paid by third parties.
- Hourly remuneration: Ordinary pay (salary + taxable allowances forming normal remuneration) ÷ total working hours; reimbursements/non-cash benefits excluded.
- Bonus remuneration: N/A.
- Benefits-in-kind: Reported by participation rate.
- Quartiles: Ranked by hourly remuneration and split into four equal quartiles by headcount.

1.11 Conclusion

FT's 2026 findings highlight encouraging progress towards a more gender-balanced workforce. Women now represent 44% of employees, compared with 38.1% in 2025, and female representation has increased across all four remuneration quartiles. Particularly positive is the increase in female representation in the upper-middle quartile, from 44.4% to 60.7%, alongside the improvement in the upper quartile from 19.2% to 20.7%. The reduction in both the mean and median part-time pay gaps is also encouraging, although these figures remain sensitive to the composition of this small cohort. These gains provide a positive foundation for continued progress, while the overall mean hourly gender pay gap of 10.5% and median gap of 10.1% underline the importance of maintaining a focus on gender balance in senior and higher-paid roles. Building on the commitments outlined in this report, FT will continue to support inclusive recruitment, career development, succession planning, flexible working and fair, transparent reward practices. Through ongoing monitoring and annual reporting, we remain committed to building on these gains and supporting sustained progress across the organisation.

1.12 Publication and Accessibility

We will publish this report on our website (retain for three years) and participate in the State's central reporting portal as required in future cycles.

1.13 Contact

For questions about this report or our action plan, please contact HR.

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