



Gender Pay Gap Report

2025

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Introduction

Speed Fibre Group (SFG) is a leading Irish telecommunications and infrastructure provider, focused on delivering high-performance connectivity solutions that drive Ireland's digital future. Through innovation, reliability, and service excellence, we empower businesses and communities to stay connected and competitive in an evolving world.

As a group, we operate through two key companies; Enet and Magnet Plus, each playing a pivotal role in fulfilling our commitment to delivering world-class telecom solutions.

Our Companies

Enet is Ireland's open-access network operator, managing and developing critical fibre and wireless infrastructure that underpins nationwide connectivity.

Magnet Plus is a leading telecoms provider offering broadband, voice, mobile, and cloud services to both business and residential customers, with a strong focus on customer experience and service innovation.

Our Promise

At SFG, our promise is to deliver world-class telecommunications solutions that connect people, power businesses, and strengthen communities. We are committed to innovation, inclusivity, and equality across every aspect of our organisation.

Forward from our CEO, Peter McCarthy, Speed Fibre Group

At Speed Fibre Group, we are committed to creating a workplace built on fairness, respect, and opportunity. This Gender Pay Gap report helps us understand where we stand today and how we can continue to progress as a Group.

Currently, Speed Fibre Group has a higher representation of men across the organisation, particularly at senior levels, which is reflected in Gender Pay Gap metrics that favour males. This mirrors the broader trend within the telecoms and energy infrastructure sectors, where female representation in technical and leadership roles remains limited.

We are determined to change this by creating pathways for more women to progress into these areas, through targeted development, inclusive recruitment, and a culture that enables everyone to reach their full potential.

Our Investors in Diversity Silver accreditation and recognition at the Diversity in Business Awards reflect the progress we've made — but we know there is more to do. By continuing to learn, listen, and evolve, we will keep building a stronger, more inclusive organisation — Stronger Together.

Report Scope and Context

Speed Fibre Group comprises two legal employing entities: Enet and Magnet Plus. This Gender Pay Gap report presents the data and analysis from both entities, viewed collectively to provide a consolidated Group perspective.

Given the shared leadership, aligned policies, and integrated People and ESG strategy across the Group, it is important to assess our Gender Pay Gap at this broader level. A consolidated view allows us to better understand overall representation patterns, identify common themes, and coordinate meaningful actions that will have impact across the Group.

While each legal entity has its own statutory reporting requirements, this Group-level report reflects our collective commitment to transparency, equality, and continuous improvement in diversity and inclusion across all parts of the business.



Forward from our CEO,
Peter McCarthy,
Speed Fibre Group

Equality, Diversity & Inclusion

At Speed Fibre Group, we believe that diversity is the foundation of innovation and progress. Our people bring together a wide range of backgrounds, experiences, and perspectives — and it is this diversity of thought that makes us stronger, more creative, and better equipped to serve our customers and communities.

We are proud to have achieved Investors in Diversity – Silver accreditation, a national benchmark recognising our sustained progress in building an inclusive and respectful workplace culture. This milestone reflects the genuine efforts of our teams and leaders to ensure that everyone feels valued, heard, and supported.

Our recognition at the Diversity in Business Awards in 2025, further demonstrates our commitment to advancing equality and inclusion within the industry. It celebrates the people who drive our culture forward — individuals who challenge convention, share ideas openly, and make a difference every day.

We actively seek out great minds from across our diverse workforce. We know that when people bring their authentic selves to work, they create an environment where collaboration thrives and innovation flourishes. By empowering different voices and perspectives, we continue to shape a business that reflects the society we live in and the customers we serve.

We are proud of the progress we've made — but we also recognise that our journey is ongoing. We will continue to learn, evolve, and challenge ourselves to do better. With the right minds, the right values, and a shared purpose, we know that we can achieve anything — because we are stronger together.

“Equality, diversity, and inclusion are not just principles —they are the building blocks of our culture. Our strength lies in the differences that unite us, and our success depends on creating an environment where every voice is valued. The Gender Pay Gap report is part of that journey — understanding where we stand today, and reinforces our commitment to keep striving for better, stronger together.”



Marie Kearns
Group HR Director

Gender Pay Gap Information Act 2021

Overview of the legislative obligations

Organisations with over 50 employees are required to annually report their GPG and the measures they are implementing to address it, in accordance with the Gender Pay Gap Information Act 2021, Regulations 2022, (Amendment) Regulations 2024 and (amendment) Regulations 2025*.

Employers are required to select a snapshot date in June, and their metrics are calculated based on their data for the preceding twelve months. Speed Fibre Group have chosen a snapshot date of 30th June 2025.

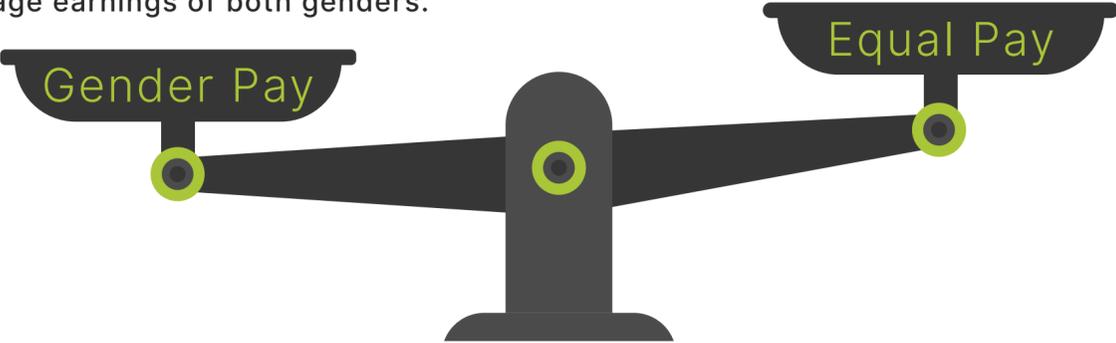
By the mirror date in November 2025, eligible employers are obligated to publish a report to the new centralised government portal (to be launched in Autumn 2025**), that outlines their GPG across various metrics, the key reasons for their GPG and the DEI initiatives that they plan to enact to help mitigate any GPG over time. Speed Fibre Group are required to publish their report by the 30th November 2025.

Gender pay gap vs equal pay

Gender pay is not the same as equal pay. Equal pay is our legal obligation, as an employer, to give equal pay for equal work.

Gender pay is the difference between what males and females are paid at all levels. This is measured by calculating the average earnings of both genders.

Equal pay measures whether males and females are being paid equally for similar work, qualifications, and experience.



The gender pay gap calculation

The GPG is calculated by adding the remuneration elements of all relevant employees and dividing the figure by the number of employees.

The GPG refers to the difference between what is earned, on average by males and females, based on average hourly earnings of all Speed Fibre Group employees.



*S.I. No. 264 of 2022, Employment Equality Act 1998 (Section 20A)(Gender Pay Gap Information) Regulations 2022 and S.I. No. 259 of 2024, Employment Equality Act 1998 (Section 20A)(Gender Pay Gap Information) (Amendment) Regulations 2024 and S.I. No. 212 of 2025, Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2025.

** If the government portal is not launched in time for November reporting, we presume that we will be required to publish our report to our company website, in line with previous years requirements.

Gender Pay Gap Information Act 2021 & Speed Fibre Group

What is mean gender pay gap

The mean gender pay gap is the average* difference in hourly pay between all men and all women in an organisation.

It's calculated by adding up the total hourly pay for men and women separately and then comparing the two averages.

At Speed Fibre Group, the gap reflects the distribution of roles and pay levels across the business. There are more men in senior and specialist positions, which generally attract higher salaries and bonus opportunities, and more women in lower pay bands.

This results in the overall average male pay being higher than that of females.

Speed Fibre Group – Mean Gender Pay Gap 23.9%

*Average Pay includes basic salary, bonus, overtime, on-call payments, BIK etc. which is paid within the required reporting cycle / divided by the number of hours worked.

What is median gender pay gap

The median gender pay gap shows the difference in pay between the middle-paid man and the middle-paid woman in an organisation.

It represents the typical difference in hourly earnings between men and women across a workforce.

The median is widely recognised as the fairest reflection of pay balance, as it's not affected by a small number of very high or very low salaries. It gives a clear view of what the "average" employee experiences.

Speed Fibre Group – Median Gender Pay Gap 23.8%

At Speed Fibre Group, the gap is mainly driven by the structure of our workforce. We have a higher proportion of men in senior, technical, and higher-paid roles, and more women in junior or administrative positions. This means that when pay is arranged from lowest to highest, the midpoint of female pay falls lower in the range than that of male employees.

Explaining our Gap

The Gender Pay Gap reflects the structure and composition of our workforce. Our current gap is primarily a representation issue. Like many organisations operating in the telecommunications sector, Speed Fibre Group's workforce is predominately male leading to the GPG metrics favouring males. Men occupy higher paid positions and dominate the upper pay quartiles.

Females occupy a higher proportion of the lower-level roles within the organisation which has resulted in females being positioned in the lower pay quartile, as compared to the overall organisation.

Majority of senior staff are males and occupy positions where performance related remuneration applies, which grants them greater bonus and commission eligibility and results in higher bonus payouts.

This structural imbalance drives our mean hourly pay gap of 23.9% and a mean bonus gap of 54.1%. It also reflects broader challenges facing the telecommunications industry – attracting and retaining women in engineering, field-based roles where the pipeline of female candidates remain limited.

Gender Pay Gap Results and our EDI Initiatives

EDI Initiatives to mitigate our gap

At Speed Fibre Group, inclusion is not a standalone initiative — it is embedded in how we lead, develop, and grow our business. We recognise that meaningful progress requires clear action, measurable accountability, and the collective commitment of our people and leadership at every level.

Leadership Commitment and Accountability

Our Executive Leadership Team plays an active role in shaping and overseeing our EDI agenda. We will continue to benchmark our performance against both national and industry standards, using external data, certification frameworks, and peer comparisons to drive improvement and transparency.

Building Awareness and Capability

Creating an inclusive workplace starts with awareness and education. Through continuous training and development programs, we equip our people and leaders with the knowledge and confidence to lead inclusively and challenge bias. We continue to build on these foundations with broader learning opportunities across our internal platforms, focusing on respect, allyship, and everyday inclusion.

Employee Resource Groups (ERGs)

Our Employee Resource Groups play a key role in strengthening belonging and connection across the Group. They provide a forum for employees to share perspectives, raise awareness, and help shape our inclusion priorities. We are now focused on expanding and developing more ERGs across our Group — ESG, Women in Leadership, Innovation, Young Careers, creating spaces that reflect the diverse interests, experiences, and voices of our people. These groups will be central to deepening engagement, driving cultural awareness, and influencing positive change across all our locations.

Developing the Next Generation

Supporting education and access to opportunity is a core part of our EDI and ESG strategy. Through our education sponsorships and further education supports, we help employees pursue professional development and lifelong learning. Externally, our participation in the Explore Engineering partnership in the Mid-West allows us to promote STEM careers to young people — particularly encouraging female students to explore future opportunities in engineering and technology. This work is key to building a more balanced talent pipeline for the future.

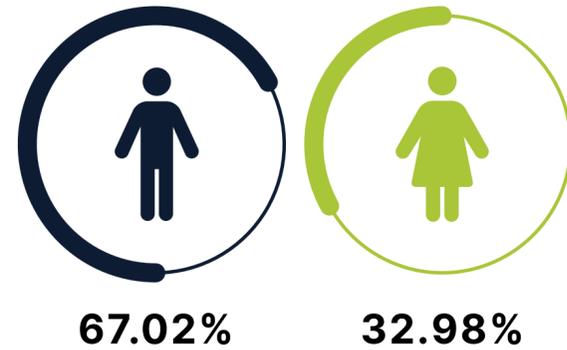
Inclusive Policies and Workplace Design

We continue to review and evolve our policies to ensure they reflect a modern, inclusive, and flexible working environment. This includes family-friendly initiatives, hybrid working, wellbeing programmes, and clear frameworks that support equity and work-life balance for all.

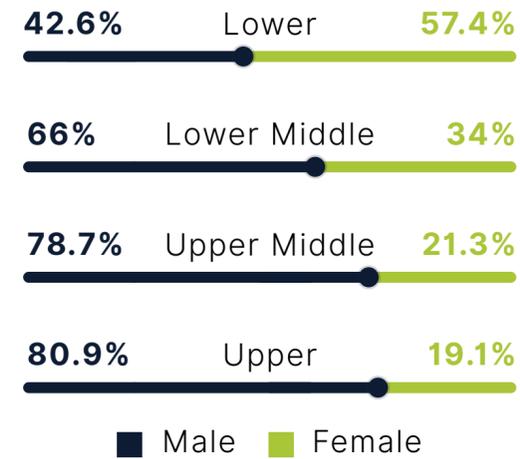
Our journey is ongoing, and we know there is always more to do. By continuing to listen, learn, and evolve, we will strengthen our culture of inclusion and belonging — empowering every employee to thrive and contribute to our shared success. Together, we are **stronger together**.

Metrics

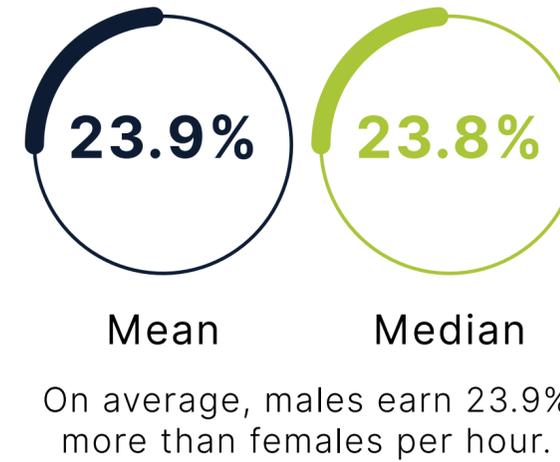
Gender Split



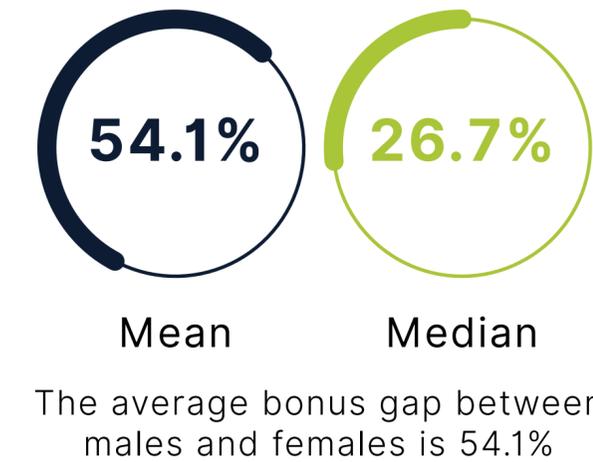
Quartile Pay Bands



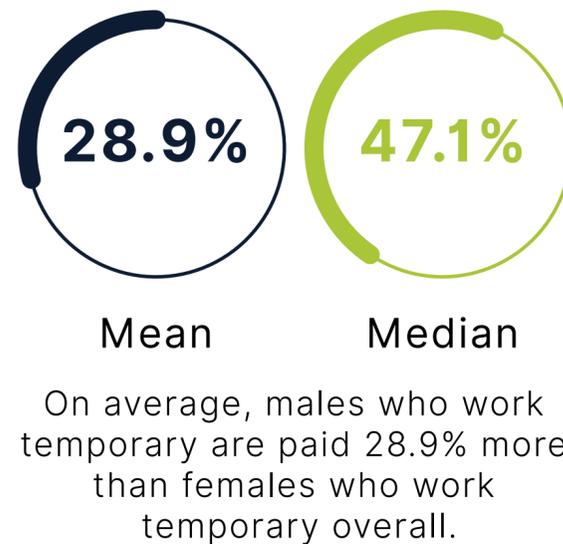
Hourly pay rate



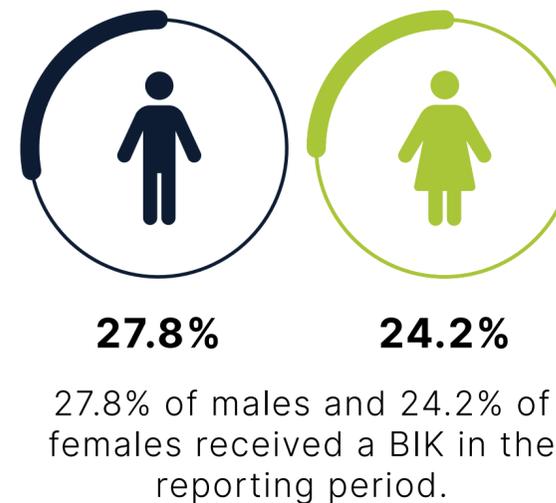
Bonus Gap



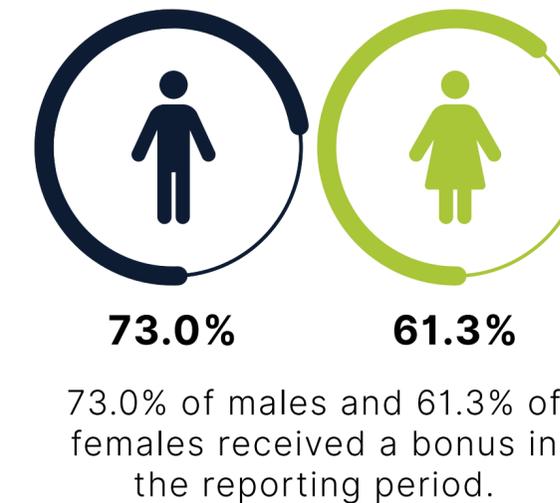
Temporary



BIK Received



Bonus Received



There were only 3 part time employees, all of whom were female in the snapshot period, therefore there are no metrics to report

Appendix

Gender Pay Gap Information Act 2021 Reporting Requirements for 2025 (snapshot date 30th June 2025)

Gender pay gap fields		June 2025
1.	Mean hourly gender pay gap (all)	23.9%
2.	Mean hourly gender pay gap (part-time)	-
3.	Mean hourly gender pay gap (temporary contract)	28.9%
4.	Median hourly gender pay gap (all)	23.8%
5.	Median hourly gender pay gap (part-time)	-
6.	Median hourly gender pay gap (temporary contract) – includes employees on Fixed Term Contract (FTC)	47.1%
7.	Mean hourly performance related bonus gender pay gap (all) – Includes Commission related payments	54.1%
8.	Median hourly performance related bonus gender pay gap (all) – Includes Commission related payments	26.7%
9.	Percentage of employees per gender to receive a performance related bonus remuneration	73.0% (M)
		61.3% (F)
10.	Percentage of employees per gender to receive benefit-in-kind	27.8% (M)
		24.2% (F)
11.	Percentage of employees within lower remuneration quartile	42.6% (M)
		57.4% (F)
12.	Percentage of employees within lower middle remuneration quartile	66.0% (M)
		34.0% (F)
13.	Percentage of employees within upper middle remuneration quartile	78.7% (M)
		21.3% (F)
13.	Percentage of employees within upper remuneration quartile	80.9% (M)
		19.1% (F)