



2
0
2
5

Obelisk.

GENDER PAY GAP REPORT

Beyond Connection.

TABLE OF CONTENT

	1. Foreword
2. Introduction	
	3. Our Data at a Glance
4. Pay Quartiles	
	5. Hourly Pay Gap & Benefit in Kind
6. Bonus Pay	
	8. Initiatives to Address the Gender Pay Gap
9. Conclusion	

FOREWARD

Reflections from Darren Maher, Chief Executive Officer

At Obelisk Communications Ltd, we are committed to being the partner of choice in delivering innovative, high-quality infrastructure solutions that benefit the communities in which we operate. A central pillar in achieving this ambition is our people. Ensuring that we attract, develop, and retain the best talent—irrespective of gender—is essential to our long-term success.

As part of our commitment to transparency and continuous improvement, we present our Gender Pay Gap Report for 2025. This report provides insight into the distribution of men and women across our organisation, as well as key indicators such as mean and median hourly pay and bonus pay differences. Publishing this information allows us to reflect on where we are today and identify the areas where further focus is required.

While we recognise the progress we have made, we also acknowledge that there is more to do. Our findings highlight the importance of sustained action and a continued commitment to gender parity. We remain focused on creating a level playing field where everyone has the opportunity to thrive, contribute, and succeed.

At Obelisk Communications Ltd, we strive to continuously improve—not only in how we deliver essential infrastructure safely and sustainably—but also in how we build an organisation rooted in fairness, inclusion, and respect for all.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



Darren Maher
Chief Executive Officer



INTRODUCTION

Obelisk Communications Ltd, founded in 1996, is an internationally competitive engineering services provider specialising in telecommunications, power infrastructure, and renewable energy solutions. The company delivers end-to-end services spanning network deployment, tower infrastructure, power transmission, renewables, wind measurement, and critical asset maintenance.

GENDER PAY GAP REPORTING

The Gender Pay Information Act 2021 requires organisations to report their gender pay gap annually, along with the measures being taken to reduce the gap. The gender pay gap measures the difference between the earnings of all men and all women in the business, regardless of role or seniority. This is typically calculated by comparing the average hourly earnings of men and women.

Our Gender Pay Gap Report is based on data from July 2024 to June 2025. As an organisation with more than 160 people, Obelisk Communications Ltd is required to report on:

- The difference in mean and median hourly pay between all female and male employees, as well as separate similar statistics relating to parttime and temporary employees.
- The proportion of women and men in each pay quartile.
- The difference in mean and median bonuses paid to female and male employees during the year.
- The proportion of women and men receiving bonuses.
- The proportion of women and men receiving benefits in kind.

At Obelisk Communications Ltd, we continue to review and evaluate our pay structures to ensure all our employees are paid fairly, regardless of gender. In our Gender Pay Gap Report 2025, we have outlined our gender pay gap statistics, along with additional information and initiatives we are undertaking to reduce the gap and continuously improve.

INTRODUCTION

DEFINITIONS

What the “**mean**” pay gap shows

The mean pay gap shows the difference between how much men and women earn on average across the business, in its entirety. It's worked out by adding up the hourly earnings (during June 2025) of all the men in the business, and then dividing by the number of male employees, and similarly by adding up the hourly earnings (during June 2025) of all the women in the business and dividing by the number of female employees. This will give the average hourly mean pay for each gender. From these two calculations we can calculate what the pay gap is. The mean bonus gap is worked out in the same way but using bonus pay over a 12-month period.

What the “**median**” pay gap shows

If you took all the women in the business and lined up their hourly rate from lowest to highest (during the month of June 2025) and found the middle, and did the same for men, this gives you the mid-point. The median gap shows the difference between these two mid-points expressed as a percentage. The median bonus gap is worked out in the same way but using bonus pay over a 12-month period.

OUR DATA AT A GLANCE

The gender pay gap calculations are based on figures drawn from a specific date each year referred to as the 'snapshot date'. In this report the snapshot date refers to June 2025. At the snapshot date Obelisk Communications Ltd employed over 180 employees, all of which were in scope for bonus pay calculations.

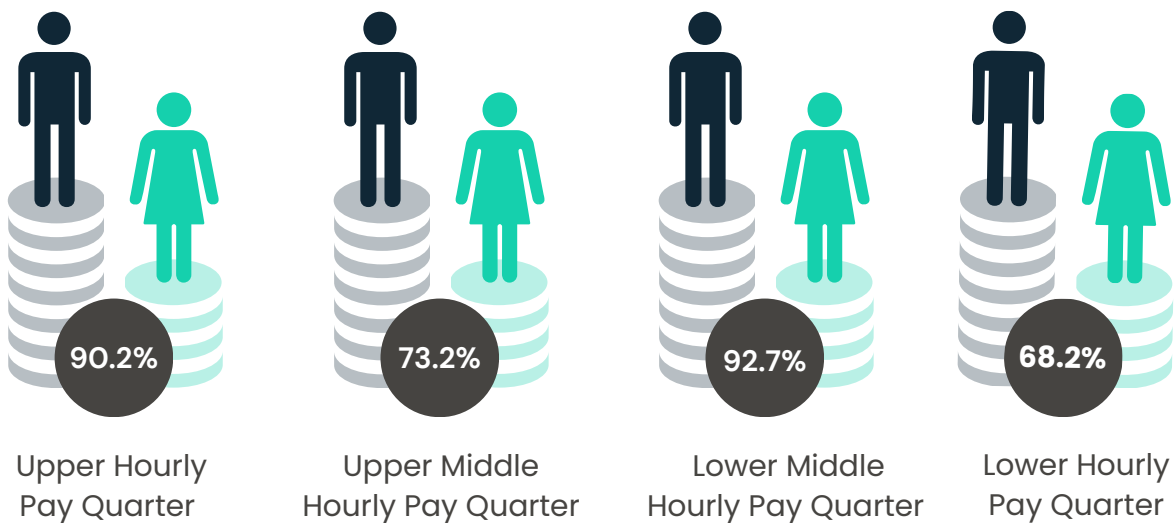


In Obelisk we have 81% male employees and 19% female employees.

Our first analysis across all employees has shown that our mean average gap is **5.2%** (June 2024 7.0%) and median average gap is at **0.5%** (June 2024 17.3%).

According to the CSO Structure of Earnings 2022 report the Irish mean average gap was **9.6%** for all sectors and in Information and Communications industry the mean average gap was **15.5%**. It also outlined the median average gap for all sectors was **5.5%** and in Information and Communications industry the median average gap was **29.8%**.

PAY QUARTILES



As shown here, all four pay quartiles show a larger percentage of males in each pay quartile. This figure is reflective of the lower numbers of females in the company.

While we have improved on our averages in comparison to last year on most of these pay metrics and are moving in the right direction, we need to continue to work on creating a more equal platform so that we can further improve diversity and inclusion in all areas of our organisation.

This is a challenge in our sector, where the skillsets have traditionally been held by males however this work will pay long-term dividends by increasing Obelisk's access to the largest pool of talent possible and supporting our growth strategy.

We must recognise that we do not believe we have an issue in terms of pay equality, but the relatively low number of women in our business, in STEM, and the utility services sector as a whole contribute to our gender pay gap. Our senior leadership team is 50% female however as we move throughout our organisation structure, and not uncommon in our sector, the profile becomes more male oriented.

While we have made a significant efforts in recruiting females into our business, we appreciate that more needs to be done. We have action plans in place to recruit a more diverse range of employees, not only within Obelisk but also by working with similar organisations in the UN Global Compact Network, to improve participation in the sector.

HOURLY PAY GAP

MEAN HOURLY GAP

Difference in the **mean** hourly pay of male and female employees

5.2%

MEDIAN HOURLY GAP

Difference in the **median** hourly pay of male and female employees

0.5%

BENEFIT IN KIND

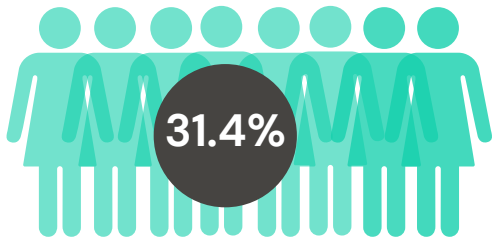
The **percentage** of males who received benefit in kind

98%

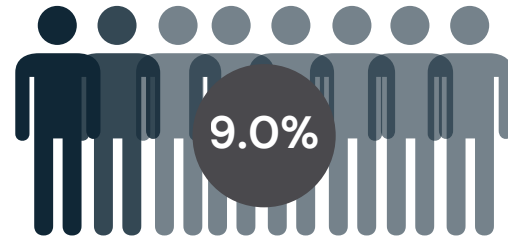
The **percentage** of females who received benefit in kind

98%

BONUS PAY



Women received a bonus



Men received a bonus

MEAN BONUS PAY

Difference in the **mean** bonus pay received by male and female employees

35.2%

MEDIAN BONUS PAY

Difference in the **median** bonus pay received by male and female employees

29.4%

INITIATIVES TO ADDRESS THE GENDER PAY GAP

The Gender Pay Gap analysis allows us to recognise where we can make improvements. The few key areas for Obelisk include :

- 1.Reviewing our recruitment strategy to ensure that we attract a more diverse range of applicants.
- 2.Visiting local schools to promote and encourage a careers in the STEM sector.
- 3.Planning to modernise our organisational structure through use of systems and technology to support the delivery of our services
- 4.Supporting Female organisation in the community such as LGFA and Camoige Teams.
- 5.Continuing to enhance and embed our working policy to support all employees who need flexibility to manage life outside work.
- 6.Reviewing our leave and absence polices ensuring they are providing the necessary supports to all our employees.

While we have highlighted a few areas above we will continue to review our business model and develop initiatives to support greater diversity within our organisation.

CONCLUSION

At Obelisk Communications Ltd, we recognise that our workforce composition reflects broader industry trends. The telecommunications, utilities engineering and energy sectors, in which we operate, have historically seen a higher representation of men compared to women. This is a common characteristic across the industry and is influenced by various factors, including educational pathways and career choices that have traditionally attracted more men.

In our 2025 Gender Pay Gap Report, this gender imbalance is evident in the distribution of employees across different pay quartiles. For instance, in the Upper Hourly Pay Quarter, males constitute 90.2% of the workforce, while females make up 9.8%. Similarly, in the Upper Middle Hourly Pay Quarter, males represent 73.2%, and females account for 26.8%. This pattern continues in the Lower Middle and Lower Hourly Pay Quarters, with males comprising 92.7% and 68.2% respectively.

Despite the dominance of men in higher-paying roles this has only a slight impact on our gender pay gap figures. The mean gender pay gap is 5.2%, with the median hourly pay gap is even less pronounced at 0.5%.

----- End of Report -----