

DAKTRONICS IRELAND 2025 GENDER PAY GAP REPORT

Daktronics' vision is to be the world leader at informing and entertaining audiences through dynamic audio & visual communication systems. Our employees in Ireland support that vision by focusing on engineering, manufacturing, selling and servicing digital LED displays.

Purpose

In Ireland, the Gender Pay Gap Information Act 2021 requires companies to report on their hourly gender pay gap across a range of metrics. As of 2025 the reporting requirements applies to companies in Ireland of 50+ employees, therefore this is the first year of Daktronics' participation.

Gender Pay Gap Vs Equal Pay

It's important to note that gender pay gap and equal pay are not the same.



Gender pay gap compares the average compensation of all females and males, **regardless of responsibilities**, location, performance, flexibility and expertise.

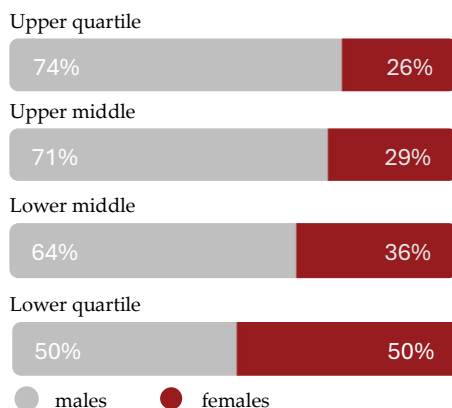


Equal pay measures whether females and males are being **paid equally for similar responsibilities**, location, performance, flexibility and expertise.

12-month snapshot date: 28 June 2025

Pay Quartiles

Split of gender by quartile



"Hourly Pay Gap"

To determine the hourly pay gap, all employees are assigned an hourly rate of pay based on their compensation (base pay + leave pay + discretionary bonus + overtime + profit share) and total hours worked in the 12 months leading up to 28 June 2025.

The average (**mean**) hourly pay for females was **16.9%** less than for males. And the midpoint (**median**) was **21.2%**.

Bonus Pay Gap

Bonus pay includes discretionary bonuses and profit share paid in the 12 months leading up to 28 June 2025.

The average (**mean**) bonus amount for females was **29.3%** less than males and the midpoint (**median**) was **17.7%** less.

Bonus Pay Recipients

100% of females and **99% of males** received bonus pay (discretionary bonus + profit share) during the 12 months leading up to 28 June 2025.

Benefits In Kind Recipients

95% of females and **97% of males** received benefits in kind (health insurance + company vehicle) during the 12 months leading up to 28 June 2025.

Why are There Gaps?

Overall gender distribution for our workforce demographics was 35% female versus 65% male. Engineering/technical, manufacturing leadership and technical sales roles consist primarily of males while coordination and accounting consist primarily of females. This reflects the local labor force demographics. Compensation for these roles also reflects the marketplace and what's competitive with local employers.

How Do We Address the Gap?



Conduct Regular
Compensation
Audits



Review Recruitment
& Promotion
Processes



Standardize
Compensation
Practices



Support Work-Life
Balance



Financial Support for
Professional
Development