



## Report on Gender Equality at Trevalco in 2025

### Introduction

Gender equality was chosen as one of the key sustainability goals by our employees and our management.

This report evaluates progress toward our equality goals, focusing on both the current workforce and recruitment practices. It outlines analyses of salary and promotion disparities, equal opportunity measures, and efforts to create a bias-free, inclusive recruitment process. These initiatives reflect our commitment to fostering transparency, diversity, and equal growth opportunities for all employees.

### Recruitment

This section shows key figures related to gender equality in our recruitment process.

#### Percentage of women in total workforce (situation on 31/Dec/2025): 33%

Percentage of job applicants, that applied on one of our job openings in 2025, which is selected for a job interview:

- Total: 20%
- Men: 18%
- Women: 24%

Candidates contacted by a Trevalco recruiter in 2025 (these are candidates sourced by us, these are not candidates that applied for a job advertisement), percentage of men and women out of the total number of contacted candidates:

- Men: 56%
- Women: 44%

#### Percentage of new hires in 2025 that are women: 26%



## Promotion and attrition

This section shows key figures related to differences in between male and female workers on how their career evolves at Trevalco.

**Percentage of women attrition: 75%** (percentage of women employees that left the company, of the total employees that left the company)

**Percentage of women total promotions: 57%** (percentage of women that received a promotion, of the total number of employees that received a promotion)

## Pay

The gross yearly pay in this section refers to the sum of the following components:

- Base salary (gross, before taxes)
- Net allowances, meal and eco vouchers as well as any other benefits in cash
- Bonuses, their gross value (before taxes)
- Mobility budgets and company cars
- Other benefits in kind such as health insurance, life insurance

The gross hourly pay of an employee used for comparison is calculated by dividing the employee's gross yearly pay by the average hours worked per year.

The percentage pay gap is then calculated in accordance with the VSME ESRS [1].

Note: bike allowances, phones and laptops are not considered as this would complicate the calculation and the same policies apply for all employees.

**Company average gender pay gap: -14%**

This percentage indicates the difference in average gross hourly pay, in between women and men – a negative number means women on average have higher pay than men. This is mainly due to a relative higher number of women in experienced and senior consulting positions.

## Conclusions

The calculations indicate no negative bias towards gender in Trevalco's current hiring and promotion practices.

Only 26% of new employees hired in 2025 are women. This is due to the startup of our HVAC and Cleanroom service for which we hired a new team of technicians and where we had no female candidates.



## Report Gender Equality 2025

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The average gender pay gap is -14%, meaning on average female colleagues at Trevalco have a higher hourly pay. Which is due to a higher number of women in more senior consulting positions. We consider this a positive situation.

It must be noted that since we are an SME (Small-Medium Sized Enterprise) – fewer than 40 permanent employees at the end of 2025 – numbers are expected to fluctuate a lot over the years and conclusions cannot be drawn on minor statistical differences.

### **References**

[1] EFRAG Voluntary Sustainability Reporting Standard for non-listed SME's (VSME),  
December 2024