



2024 Ireland Gender Pay Gap Report

Report as of 30.June.2024

Summary

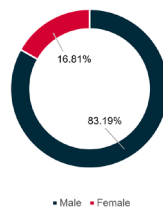
Total Headcount (HC): 214

 **Male**
HC: 153
71.16%

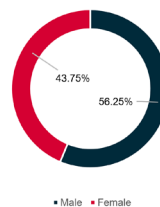
 **Female**
HC: 62
28.84%

Gender distribution by proficiency level

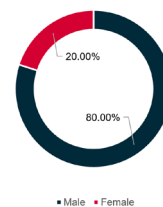
Individual Contributor



Middle Level Management



Senior Level Management



Hourly Remuneration Gender Pay Gap

The values in this table represent the difference in remuneration between men and women as a percentage of the remuneration for men. A positive number means that the pay gap is in favour of men while a negative number means that the pay gap is in favour of women.



Pay gap of mean hourly remuneration of all TMs

3.42%

Pay gap of median hourly remuneration of all TMs

-2.45%

Pay gap of mean/median hourly remuneration of part time TMs

Pay gap of mean/median hourly remuneration of temporary TMs

Supplemental Disclosure: The temporary and part-time worker populations are very small, and so it is not possible to calculate meaningful average pay or pay gap figures.

Bonus and Benefits in Kind (BIK)

Most employees who did not receive a bonus award were not eligible to be considered for a bonus award as they joined after the eligibility date for this period. All employees are eligible for employer-funded healthcare, at a certain point and can choose whether to opt in/out for this benefit.

Bonus pay refers to the total amount of incentive-based payments received by an employee during a specified period, including bonuses related to profit sharing, performance, productivity, commission, or any other form of additional compensation beyond their regular salary.

Benefits in Kind (BIKs) any non-cash benefit with a monetary value that an employee receives from their employer, such as a company car, health insurance, or access to company facilities.

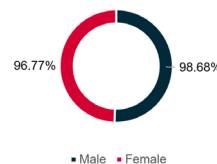
Pay gap of mean bonus remuneration of all TMs

-2.25%

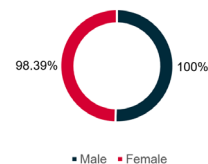
Pay gap of median bonus remuneration of all TMs

-36.96%

Percentage of TMs receiving paid bonuses



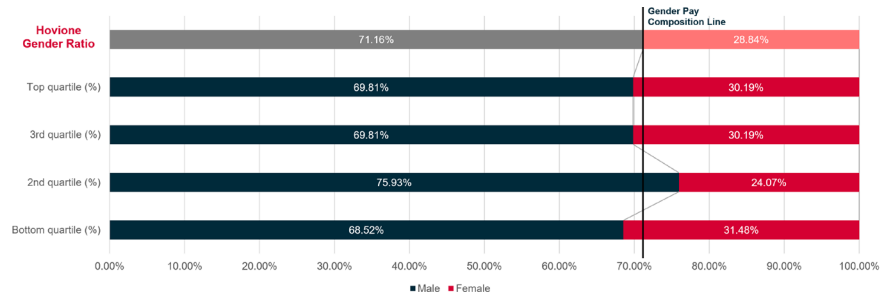
Percentage of TMs receiving BIKs



Quartiles

The breakdown uses the median hourly remuneration, the quartiles divide the list of earners – ordered from lowest to highest – into four equal groups. This provides a picture of where male and female employees are in the pay hierarchy.

The Hovione Ireland gender ratio consists of 71.16% Male and 28.84% Female. The **Gender Pay Composition Line** describes the pay gap distribution through each of the quartiles based on Hovione Ireland gender ratio. The **upper quartile** sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. The same logic applies to the lower middle quartile and the upper middle quartile. The **lower quartile** sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.



Key Terms:

Median pay gaps: the difference between median pay for female employees and the median pay for male employees, as a percentage of male employee median. Medians are calculated by ordering individual rates of pay from the lowest to the highest and selecting the value for the middle employee.

Mean pay gaps: the difference between the mean pay for female employees and the mean pay for male employees, as a percentage of the male employee mean. Means are calculated by summing all the individual rates of pay and dividing by the number of individuals.

Hourly pay: made up of fixed pay and additional payments, awarded over the relevant period, divided by the total number of contracted hours for this period.

Bonus pay: made up of bonuses awarded over the relevant period, excluding any employees who were not awarded a bonus (either due to performance or due to not being eligible to be considered for a bonus given their start date).