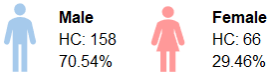


## 2025 Ireland Gender Pay Gap Report

Report as of 30.June.2025

**Total Headcount (HC): 224**



### Gender distribution by proficiency level



### Analysis

We are pleased that our mean and median pay gap is significantly less than the national average. (Mean gender pay gap Ireland is 9.6% (Source: CSO 2022)). The mean and median pay gap is favourable to males and is inclusive of non-guaranteed payments and reflective of the higher number of males in shift positions. The median bonus pay gap is favourable to females which is reflective of the higher percentage of our female population holding more senior positions within the business.

### 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**

6.74%

**Pay gap of median hourly remuneration of all TMs**

3.58%

**Pay gap of mean/median hourly remuneration of part time 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.

**Pay gap of mean/median hourly remuneration of temporary TMs**

### 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.

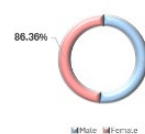
**Pay gap of mean bonus remuneration of all TMs**

1.03%

**Pay gap of median Bonus remuneration of all TMs**

-32.66%

Percentage of TMs receiving paid bonuses



Percentage of TMs receiving BIKs

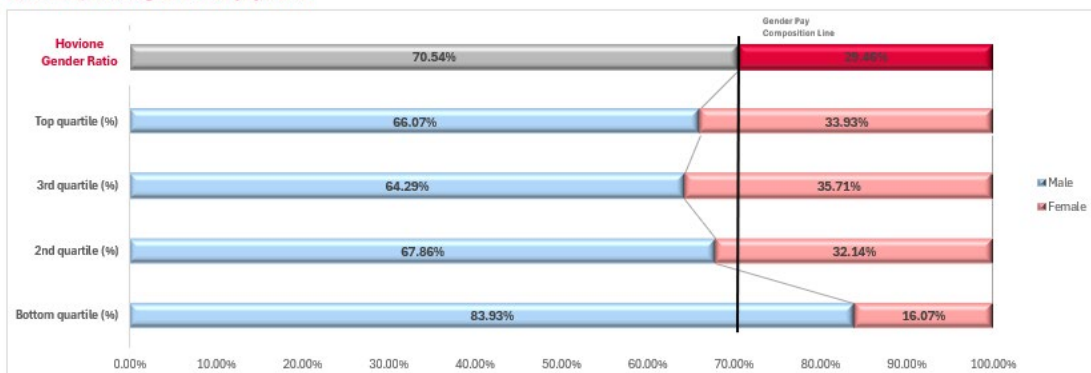


### Quartiles

The **Hovione Ireland gender ratio** consists of 70.54% Male and 29.46% Female. The **Gender Pay Composition Line** describes the pay gap distribution through each of the quartiles based on Hovione Ireland gender ratio.

This table contains the organization headcount on 30 June 2025 split into four equal quartiles to show the gender ratio in each based on their hourly remuneration rate. As represented, each quartile is aligned closely to Hovione Ireland's Gender Ratio as illustrated by the Gender Pay Composition Line demonstrating a fair gender distribution. The Bottom Quartile is the only quartile with a notable difference due to a large contingent being eligible to non-guaranteed payments.

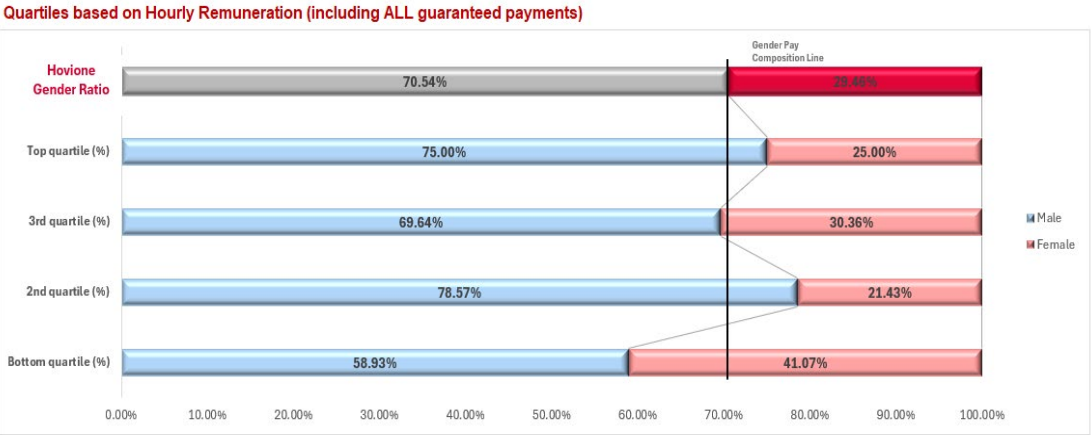
#### Quartiles, no non-guaranteed payments



Snapshot period: 01.July.2024 to 30.June.2025

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 70.54% Male and 29.46% 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.