

Our 2025 Gender Pay Gap Report

PCI Pharma Services Ireland

We are an employer who welcomes the opportunity to carry out Gender Pay Reporting under the Gender Pay Gap Information Act 2021.

We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

The gender pay gap is the difference between the average pay and bonus of men and women shown as a percentage. The gap is calculated across the entire workforce.

We can use these results to assess:

- The levels of gender equality in our workplace.
- The balance of male and female employees at different levels.

On 30th June 2025, we had 600 employees in our organisation, 57% of employees were female and 43% of employees were male.

We are committed to reducing and subsequently closing any identified gender pay disparity. This commitment however is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

Gender Pay Gap and Equal Pay are different

It is important to note that the Gender Pay Gap is different to Equal Pay.

Equal Pay is the pay difference between men and women who carry out the same or similar jobs. We are confident that men and women are paid equally for doing equivalent jobs across our organisation and there are no differences in starting pay.

Gender Pay Gap is a measure of the difference between men and women's average earnings across an organisation. It does not look at the specific jobs that each person is carrying out.

Gender Pay and Bonus Gap

The table below shows our overall mean (average) and median (middle) gender pay gap based on the hourly rate of pay between men and women at the snapshot date of 30th June 2025.

The table also shows the mean and median differences between bonus payments made to men and women in the year up to 30TH June 2025.

Difference between men and women, reported as a percentage of men's pay		
2025	Mean	Median
Hourly fixed pay	13%	8%
Bonus paid	-7%	-45%

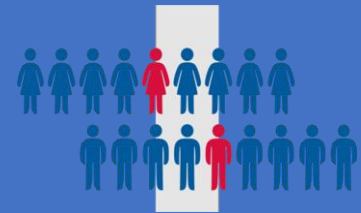
In 2025, the mean hourly fixed pay gap was 13% and the median gap was 8%, indicating that men earned more than women on both measures. These differences reflect variations in the distribution of roles across the business, including the mix of positions held by men and women and the relative seniority of those roles.

The mean bonus gap was -7%, meaning that on average women received slightly higher bonus payments than men over the reporting period. However, the median bonus gap was -45%, showing that the middle-earning woman received a substantially higher bonus than the middle-earning man. This outcome suggests that women are more strongly represented in the roles or performance categories associated with mid-range bonus awards, while differences at the upper and lower ends of bonus-eligible roles influence the mean.

Overall, the 2025 figures highlight how both pay and bonus outcomes are shaped by the structure of the workforce and the distribution of roles across the organisation. These figures are based on full-pay relevant employees, therefore any colleagues who were absent on the snapshot date and did not receive full pay due to sickness, maternity leave etc. have been excluded.

Mean and Median

If all employees were lined up by male and female, in order of pay from the highest to the lowest, the **median gender pay gap** compares the pay of the female in the **middle** to the pay of the male in the middle.



The **mean gender pay gap** shows the difference in the **average** hourly rate of pay between men and women i.e. the total pay of all men, divided by the number of men, compared to women on the same basis.

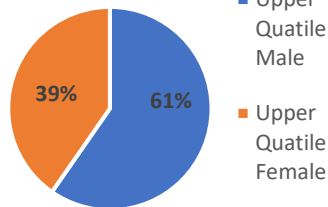
Gender Pay across Four Quartiles

The information below illustrates the gender pay gap across four quartiles. We can use these results to assess the levels of gender equality in our workplace and the balance of male and female employees at different levels.

How are pay quartiles calculated?

The quartiles analysis ranks men and women from the lowest to highest earners. This is then divided into four even groups to show the proportions of men and women in each of these four earnings groups.

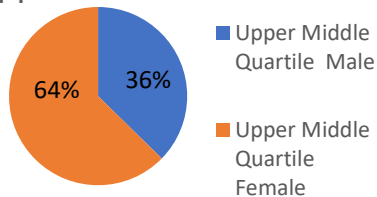
Upper Quartile



Upper Pay Quartile, based on 92 Men and 58 Women

The Upper pay quartile represents a 20% difference between the genders; this is reflective of male to female ratio at senior level

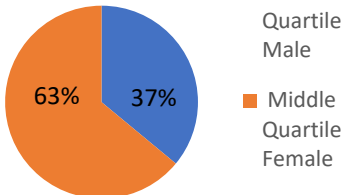
Upper Middle Quartile



Upper Middle Quartile – based on 54 Men and 96 Women

As we move into this quartile the gap in the balance of men and women begins to widen. This is a clear reflection of the number of women in middle management positions as opposed to

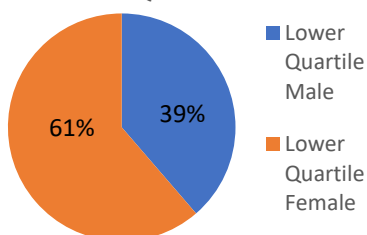
Middle Quartile



Middle Quartile – based on 56 Men and 94 Women

As the pay rate begins to decrease you can clearly see a higher percentage of women are in this group in relation to men.

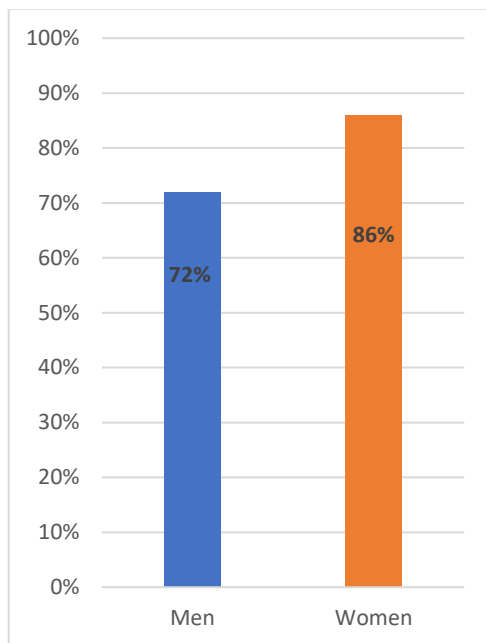
Lower Quartile



Lower Pay Quartile - based on 58 Men and 92 Women

There is a higher percentage of women in this quartile, there is a clear visual from the upper quartile to the lower. This can also be connected to the ratio of women to men in the business (women 61% men 39%)

Bonus Information 2025



Proportion of men and women receiving a bonus in a year

100% of eligible men and women received a bonus during the period between 30th June 2024 and 30th June 2025

Those who did not receive a bonus were employed after the bonus payment date for the relevant financial year in which the bonus fell and were therefore not entitled to a bonus at that time.

We already have policies in place to support both women and men with caring responsibilities and encourage return to work after maternity leave. Where roles permit, we support flexible working requests to enable our workforce to balance work and personal lives as best suits them. We are committed to an environment where all colleagues are included and have an opportunity to develop their careers

I confirm the data reported is accurate.