

Gender Pay Gap Report (Avery Dennison Medical, Ireland)

2025

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Introduction

At Avery Dennison Medical, we foster a workplace where fairness, equity, and inclusion are core principles. We are committed to ensuring that our employees are compensated based on their skills, experience, and the value they bring to their roles, irrespective of gender or any other characteristic.

Our approach to compensation considers market trends, talent availability, and the unique scope and complexity of each position. We believe in recognising and rewarding performance, both when we are hiring new talent and when we are promoting from within.

This report fulfills our statutory obligation under the Gender Pay Gap Information Act 2021 in Ireland. The report provides an analysis of the gender pay data for Avery Dennison Medical, based on a snapshot date of June 30, 2025. The data covers the 12-month period immediately preceding this date and includes full-time, part-time, and temporary employees.



The Gender Pay Gap - An Explanation

The distinction between Pay Equity and the Gender Pay Gap is important.

Pay Equity is the principle that people doing the same work should receive the same pay, allowing for legitimate differences such as tenure and experience.

The gender pay gap is the difference in the average hourly wage of men and women across the workforce. It compares the pay of all working men and women, not just those in similar jobs, with similar working patterns or with similar competencies, qualifications or experience.

How the figures are calculated

The **median pay gap** is calculated by finding the exact middle point between the lowest and highest paid man in the business and the lowest and highest paid woman and then comparing the two hourly remuneration figures.

The **mean pay gap** is calculated by adding up the hourly remuneration of all the women in the business and dividing by the number of women. We then do the same calculation for men and compare the two figures.

Quartiles divide the list of earners – ordered from lowest to highest paid – into four equal groups. This provides a picture of where male and female employees are in the pay hierarchy.

Hourly remuneration includes items such as base pay, overtime payments, shift premium, sick pay, family leave pay and bonus payments.

Gender Pay Gap Analysis

Our 2025 analysis is based on a workforce of 227 at our Longford site on the snapshot date of 30 June 2025. The gender split of our employees on that date was 55.07% male and 44.93% female.

We report a reduction in our median gender pay gap for the 2025 reporting period. The median pay gap was 4.28%, an improvement from the 5.86% reported for 2024. This improvement reflects progress toward greater pay parity across our workforce.

We are pleased to report that our median gap of 4.28% is significantly lower than both the national average and our industry comparators, which we see as a positive validation of our pay equity focus.

Our mean (average) gender pay gap saw a slight increase to 11.70% (up from 11.18% in 2024). The slight widening of our mean pay gap reflects the challenge of female representation in our most senior roles. The mean pay gap is particularly sensitive to the distribution of employees at the top and bottom ends of the pay spectrum.

This trend is consistent with the structural challenges faced across the Irish Medical Device (MedTech) and wider STEM manufacturing sector. Our analysis confirms that the primary driver of this gap is gender distribution across quartiles, specifically:

- A shortage of female representation in the Upper Quartile, which includes senior leadership and high-level technical and specialised engineering roles.
- The greater number of men in these roles, which often carry higher salaries and bonuses, disproportionately increases the male average, impacting the mean gap.

Addressing this mean gap is a focus area for Avery Dennison Medical, reflecting the sector-wide efforts to attract, retain, and promote female talent into more senior and technically complex positions.

The analysis compares to the latest mean national average of 12.7% according to the latest Eurostat figures.

We are focused on reducing/eliminating the gender pay gap. We are actively working to increase female representation in higher-paying positions. We believe that a diverse workforce is a stronger workforce, and we are working to create a more inclusive environment where individuals have the opportunity to succeed by:

- Investing in our team through further education, training and development.
- Supporting and attracting talented women.
- Equipping and empowering our leaders with inclusive leadership skills.
- Supporting STEM initiatives within our community schools to encourage more females towards STEM at third level.
- Hosting internal career day events to support growth and development.

Our Data

The reporting period covers the 12-month period up to and including 30 June 2025. Avery Dennison Medical is a manufacturing entity with a high proportion of production operator type roles. Of our 227 employees on the snapshot date, 102 were women and 125 were men.

Gender Pay Gap

The figures below show our gender pay gap as a percentage in mean and median pay for the reporting period.

Our analysis shows there were more men in senior roles and more men working rotating shift patterns with pay premiums, primarily driving the pay gap.

Seniority

We currently have a higher proportion of female employees in less senior roles. We are actively working to address this by strengthening our leadership pipeline over the coming years.

To support our current talent, we have already implemented a development program, ongoing coaching, and mentoring specifically for our front-line leaders, who are predominantly female.

Part-time employees

Within Avery Dennison Medical, only women were working in part-time arrangements during the reporting period, hence the 0% mean and median pay gap.

Temporary Contracts

For the 2025 reporting period, we did not have any temporary contracts in place.

Mean (average) & Median (middle) Figures

	Pay Gap Mean	Pay Gap Median
All colleagues	11.78%	4.28%
Part-time working arrangements	0.00%	0.00%
Temporary Contracts	N/A	N/A

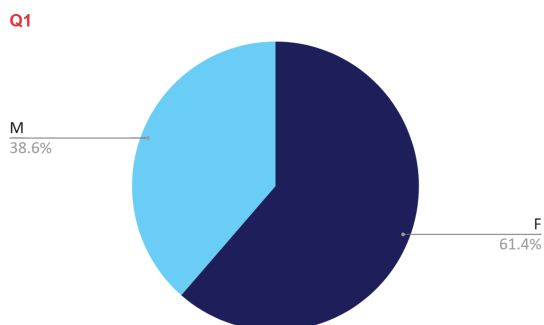
Pay Quartile Results

The results below show the gender balance within each of our pay quartiles for the reporting period.

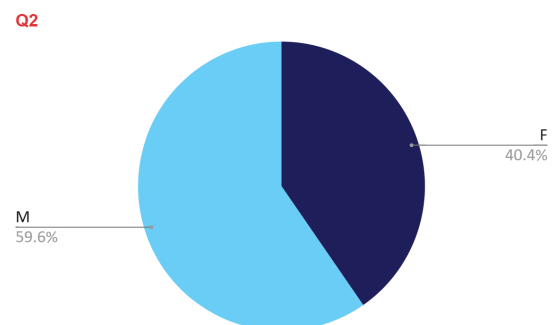
The population is divided into four equal parts or 'quartiles', from the lowest paid to the highest paid based on the calculated hourly pay rate. This breakdown of hourly rates by defined quartiles reflects the gender differences in our workforce with a greater proportion of men in higher paid quartiles and a higher concentration of female employees in the lowest quartile.

Our mean pay gap is driven by the higher concentration of female employees (61.4%) in the lower quartile, which reflects an increase from 2024 for which 57.9% of operators were female. However, there was progress in addressing the gender imbalance in the upper middle quartile, with female representation up from 29.7% in 2023 to 39.3% in 2025.

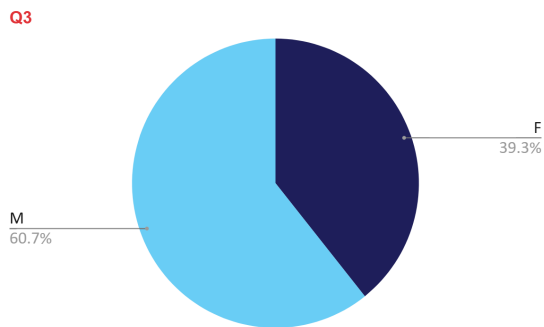
Lower Quartile



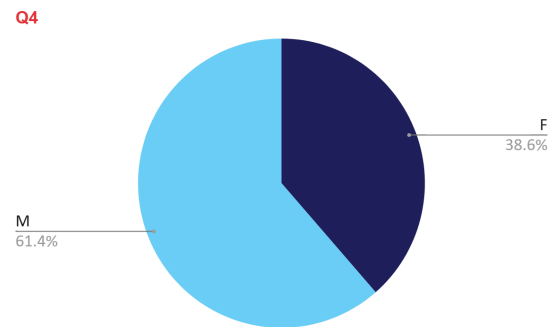
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Gender Bonus Gap

Our bonus figures are composed of several different payment types, our employee referral scheme, recognition programme, performance bonus plans and long-term incentives awarded to senior leaders. Our gap in this area is driven by the underrepresentation of females in senior leadership roles.

The figures below show the percentages of men and women who received a bonus payment.

Bonus Payments

Percentage of male and female employees who received a bonus:

Male	20.80%
Female	20.59%

Bonus gap

Mean	36.85%
Median	78.29%

This year's bonus data showed a significant divergence between our mean and median figures, which is explained by the different bonus types.

1. In 2024, the median gap favoured women, driven by a higher volume of recognition awards and referral bonuses being paid to our female employees, who were highly concentrated in the lower pay quartiles.
2. Due to reduced hiring and program changes, there was a reduction in the volume of recognition and referral bonuses.
3. The median is influenced by higher value bonuses paid to employees in senior roles where the gender breakdown was 61% male and 38.6% female. The relatively small population of employees receiving such bonuses impacts the gap for both median and mean bonus.

Benefits in Kind

As part of our reporting requirements, we also analysed the distribution of non-cash benefits, known as Benefits in Kind. Due to the reclassification of securities in the legislative guidance, we have a small number of male employees (1.96% of the male population) who received non-cash benefits in line with the seniority of their roles. There were no female employees in receipt of non-cash benefits.

Male	1.96%
Female	0.00%

Our Actions

Diversity, Equity, and Inclusion (DE&I) in Action

At Avery Dennison Medical, DE&I is part of our culture. We are committed to building a workplace where individuals feel valued, respected, and empowered to succeed.

We are committed to equality of opportunity and treating all individuals in a fair and equal manner.

We recognize the nationwide difficulty in attracting women into technical positions. To address this, we are committed to developing and retaining our female talent by providing the support and pathways necessary for them to build successful and fulfilling careers in technical fields. Our goal is to ensure the skills, contributions, and career aspirations of qualified women are recognized and nurtured.

Competitive Compensation and Benefits

We regularly monitor the market to ensure our compensation and benefits are both competitive and equitable. We conduct regular market research and pay benchmarking to offer a total package that effectively attracts and retains top talent.



Medical

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