

MGS Mfg. Group, Limited Ireland Gender Pay Gap Report 2024

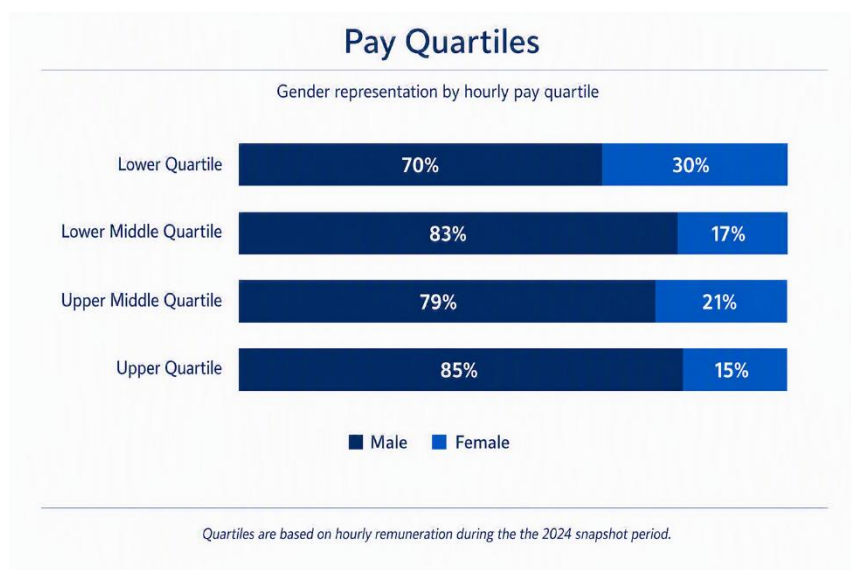
This Gender Pay Gap Report has been prepared having regard to the Gender Pay Gap Information Act 2021 and the Gender Pay Gap Information Regulations 2022, 2024 and 2025, which require in-scope employers to publish prescribed information on differences in remuneration between male and female employees.

This report is based on a snapshot date of 23 June 2024 and covers remuneration paid during the 12-month period preceding that date. The relevant employee population on the snapshot date comprised 187 employees of MGS Mfg. Group, Limited



Gender Pay Gap Metrics			
Metric	All employees mean	All employees median	Full-time employees
Hourly pay gap	13.9%	16.7%	Mean: 14.0%; Median: 15.8%
Bonus pay gap	37.2%	5.9%	Mean: 38.2%; Median: 5.9%

Bonus and Benefit-in-Kind Distribution		
Distribution metric	Women	Men
Bonus paid	87.2%	76.4%
Benefit-in-kind paid	30.8%	43.2%



Metric	Difference (%)
Mean Gender Pay Gap	All employees 13.9% *no part time or temporary
Median Gender Pay Gap	All employees 16.7% *no part time or temporary
Mean Gender Bonus Gap	37.2%
Median Gender Bonus Gap	5.9%
Bonus Received	76.4% males 87.2% females
Bik received	43.2% males 30.8% females

2024 Gender Pay Gap Analysis

2024 was our first year completing gender pay gap reporting, which showed a mean pay gap of 13.9% and a median gap of 16.7% across all employees.

The gender pay gap is not an equal pay assessment; it compares average pay outcomes across all employees without adjusting for role, level, seniority, performance or other factors.

The pay quartile data shows gender representation across four equal groups ranked by hourly pay, providing an indication of representation at different organisational levels.

Key factors include:

- The workforce is 79% male and 21% female, and this demographic profile is a significant driver of our reported gender pay gap figures. *The mean gender pay gap stands at 13.9% for all employees, while the median gender pay gap is 16.7%.* The gap between mean and median reflects the concentration of men in a number of senior, specialist and technical roles, which elevates the overall mean.
- *The mean gender bonus gap is 37.2%,* which is influenced by the same distributional dynamic, namely, the greater proportion of men in higher-earning roles where larger bonus payments are more common. The Irish MedTech sector in general is challenged, with a huge focus and drive being put towards women in STEM to encourage more females into technical and leadership roles
- The quartile profile supports continued monitoring of hiring, progression and representation across levels.

Our commitment

MGS is committed to fostering an inclusive workplace, guided by its values of Teamwork, Integrity, Passion and Safety. We will continue to monitor the gender pay gap, assess contributing factors and support fair, inclusive hiring, progression and career development opportunities.