

MGS Mfg. Group, Limited Ireland Gender Pay Gap Report 2025

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 2025 and covers remuneration paid during the 12-month period preceding that date. The relevant employee population on the snapshot date comprised 244 employees of MGS Mfg. Group, Limited.

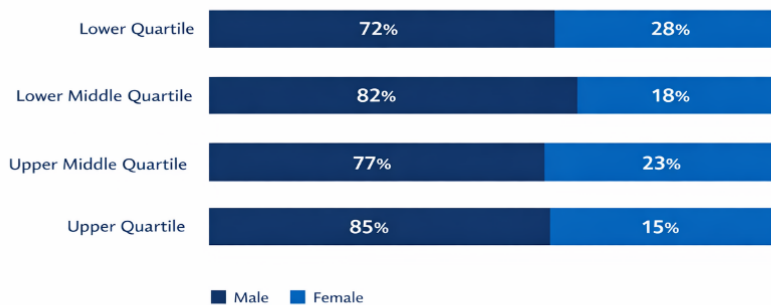


Gender Pay Gap Metrics			
Metric	All employees mean	All employees median	Full-time employees
Hourly pay gap	13%	5%	Mean: 13%; Median: 2.81%
Bonus pay gap	30.2%	-15%	Mean: 30.7%; Median: -15%

Bonus and Benefit-in-Kind Distribution		
Distribution metric	Women	Men
Bonus paid	74.5%	76.2%
Benefit-in-kind paid	29.4%	36.7%

Pay Quartiles

Gender representation by hourly pay quartile



Quartiles are based on hourly remuneration during the 2025 snapshot period.

Metric	Difference (%)
Mean Gender Pay Gap	All employees 13% *no part time or temporary
Median Gender Pay Gap	All employees 5% *no part time or temporary
Mean Gender Bonus Gap	30.2%
Median Gender Bonus Gap	-15
Bonus Received	74.5% males 76.2% females
Bik received	36.7% males 29.4% females

2025 Gender Pay Gap Analysis

Our 2025 compensation analysis indicates that the gender pay gap is primarily influenced by workforce composition, role type and seniority.

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.

In MGS's second year of reporting, the median hourly pay gap decreased from 16.7% to 5%, and the mean hourly pay gap narrowed from 13.9% to 13%.

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% for all employees, while the median gender pay gap is 5%.* The lower median figure is an important indicator, as it is less sensitive to the influence of higher earners at either end of the pay distribution and provides a more representative picture of the typical pay experience across the workforce. 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 30.2%,* 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. However, it is important to note that *the median gender bonus gap is -15%,* meaning that when the midpoint of the bonus distribution is examined, women receive a higher bonus than men. This distinction is significant and demonstrates that, for the majority of employees, bonus outcomes do not disadvantage women.
- 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.