

2025



ARYZTA IRELAND GENDER PAY GAP



GENDER PAY GAP REPORT FOR ARYZTA BAKERIES IRELAND
AND ARYZTA FOOD SOLUTIONS IRELAND

Introduction

ARYZTA's employees are the backbone of our operations, and their well-being, development, and engagement are key to ensuring our long-term success. In 2024, ARYZTA strengthened its Global Code of Conduct, reinforcing its core values of care, integrity, equity, and inclusivity. These values are not only foundational to our culture but also guide our compliance with important legislative requirements, such as the Gender Pay Gap Information Act 2021 in Ireland.

By emphasising diversity, equity, and inclusion as drivers of long-term success, ARYZTA is committed to transparency and accountability in our pay practices. Understanding our Gender Pay Gap supports our dedication to equity and ongoing efforts to foster a fair and inclusive workplace. This commitment extends beyond pay, reflected in our focus on health, safety, mental well-being, and professional growth. By ensuring that all employees are recognised, supported, and valued, we continue our journey toward greater equality.

This is the 4th year reporting the Gender Pay Gap in ARYZTA Bakeries Ireland and the 3rd year reporting the Gender Pay Gap for ARYZTA Food Solutions Ireland. The gender pay gap is the difference between male and female employees' average hourly rate of pay. Gender pay gap is not the same as unequal pay. Paying an individual less than a colleague for the same job (unequal pay), on a basis of gender, is counter to ARYZTA's values and is prohibited under equality legislation.

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Understanding the Numbers

The Gender Pay Gap Information Act 2021 requires that we publish the mean and median gender pay gap across a number of metrics.

The mean refers to the sum of all the numbers divided by the amount of numbers in the set.

The median is the middle point, in which half the numbers are above the median and half are below.

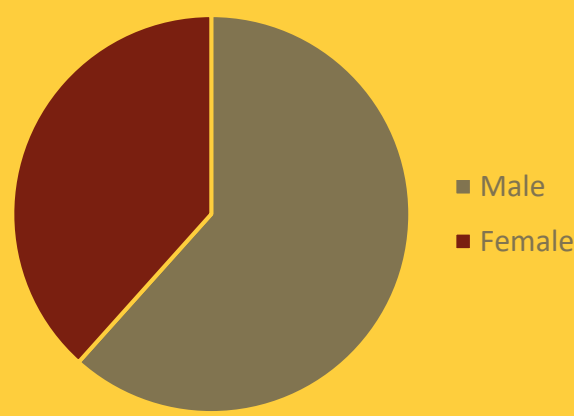
The median is a better indicator of a "typical" annual salary than the mean as it is less affected by extremes at the top and the bottom.

However, using both together gives us a good indication of how pay is distributed by gender.

ARYZTA BAKERIES IRELAND

Hourly and Bonus Pay Gap (All Employees)

Headcount: 253
Male: 157
Female: 96



Mean hourly pay gap

10.3%

Mean hourly rate for women: €20.50.
Mean hourly rate for men: €22.85.

Median hourly pay gap

13.1%

Median hourly rate for women: €16.30.
Median hourly rate for men: €18.76.

Mean bonus gap

-33%

Mean bonus for women: €4,692.
Mean bonus for men: €3,538.

Median bonus gap

-105%

Median bonus for women: €3,184.
Median bonus for men: €1,550.

ARYZTA BAKERIES IRELAND

Hourly Pay Gap (Part Time Employees)

Headcount: 5
Male: 2
Female: 3

Insufficient data to report bonus pay gap and pay gap information.

Mean hourly pay gap

-15.5%

Mean hourly rate for women: €25.30.
Mean hourly rate for men: €21.91.

Median hourly pay gap

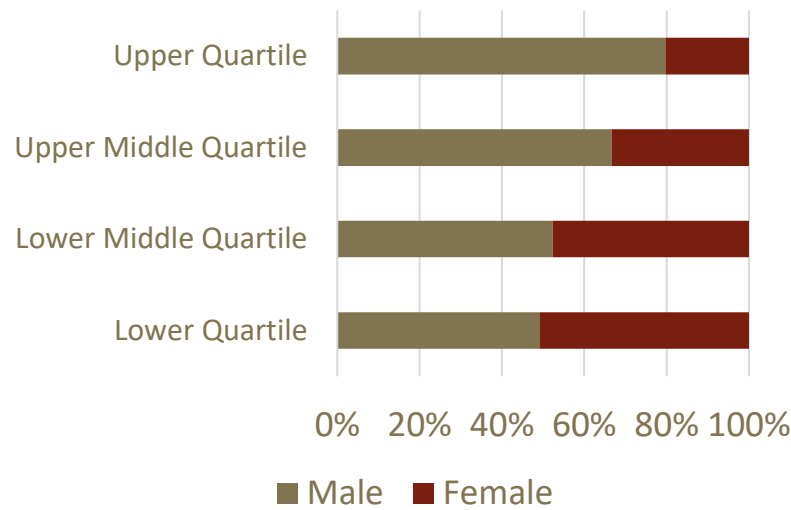
27.8%

Median hourly rate for women: €15.83.
Median hourly rate for men: €21.91.

Gender Pay Quartiles

Each pay quartile represents 25% of our total employee population, ranked by hourly rate of pay.

Our analysis shows that male employees are more heavily represented in the upper quartiles, while the lower quartiles display a more balanced gender distribution.



ARYZTA BAKERIES IRELAND

Benefit in Kind & Bonus

Proportion of Benefit in Kind

The gender representation of employees in receipt of benefit in kind highlights that there is equal representation of male and female employees in receipt of benefit in kind.

Benefit in Kind	% of female employees receiving BIK	% of male Employees receiving BIK	# of female employees receiving BIK	# of male employees receiving BIK
	3%	1%	3	2

Proportion of Bonus Received

The gender representation of employees in receipt of a bonus highlights that there are more men in bonus eligible roles.

Bonus	% of female employees receiving a bonus	% of male Employees receiving a bonus	# of female employees receiving a bonus	# of male employees receiving a bonus
	33%	64%	32	100

COMMENTARY – ARYZTA BAKERIES IRELAND

Mean & Median Pay Gap

The mean gender pay gap in ARYZTA Bakeries Ireland is 10.3% and the median gender pay gap is now 13.1%.. The pay gap is driven by the fact that we have a greater proportion of men in the most senior positions.

Another factor driving some of the difference is that the Gender Pay Gap Calculations do not account for periods of unpaid leave such as additional maternity leave, parents leave, and parental leave. During these periods employees will receive no or less pay and this in. We have observed a higher uptake of these leave types among female employees which would impact their annual take home pay.

% of Men & Women Receiving a Bonus

64% of male employees received a bonus and 33% of female employees received a bonus.

This reflects how a significant number of the women working in the bakeries are in junior operational roles. Employees in these roles are not eligible for a bonus.

Mean & Median Pay Gap Part Time / Temp Employees

There are very few employees in part-time and temporary roles. In the temporary group, there is just one male employee, so it is difficult to make generalisations based on this number of employees.

Mean & Median Bonus Gap

Our mean bonus gap is -33% in favour of women, while the median bonus gap is -105% in favour of women.

This reflects the fact that of the 33% of female employees receiving a bonus, most of these are part of a percentage-based bonus structure. Contrastingly, of the 64% of male employees receiving a bonus, many are on a fixed bonus structure. The fixed bonuses typically pay out at a lower rate than the percentage-based bonuses.

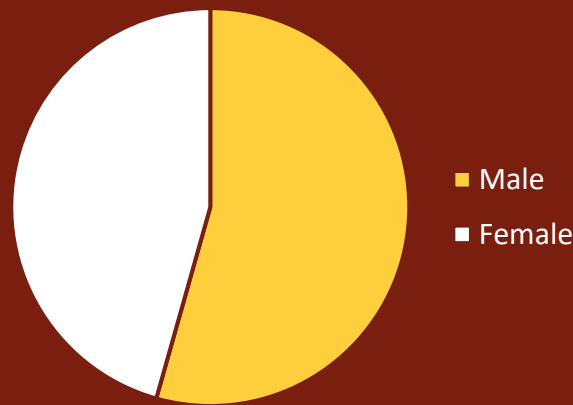
Quartiles

We have 253 employees for reporting purposes, with a gender split of 38% women and 62% men. When looking at our gender breakdown by quartile, we see that in the lower quartiles, men and women are equally represented. Contrastingly, men are overrepresented in the upper quartiles, which is consistent with our finding that there are more men in senior positions and with greater tenure than women while there are more women in junior operational roles.

ARYZTA FOOD SOLUTIONS IRELAND

Hourly and Bonus Pay Gap (All Employees)

Overall HC: 175
Male: 119
Female: 56



Mean hourly pay gap

-27.5%

Mean hourly rate for women: €30.84.
Mean hourly rate for men: €24.18.

Median hourly pay gap

-31%

Median hourly rate for women: €23.09.
Median hourly rate for men: €17.63.

Mean bonus gap

12%

Mean bonus for women: €11,215.
Mean bonus for men: €12,798.

Median bonus gap

2%

Median bonus for women: €7,591.
Median bonus for men: €7,773.

ARYZTA FOOD SOLUTIONS IRELAND

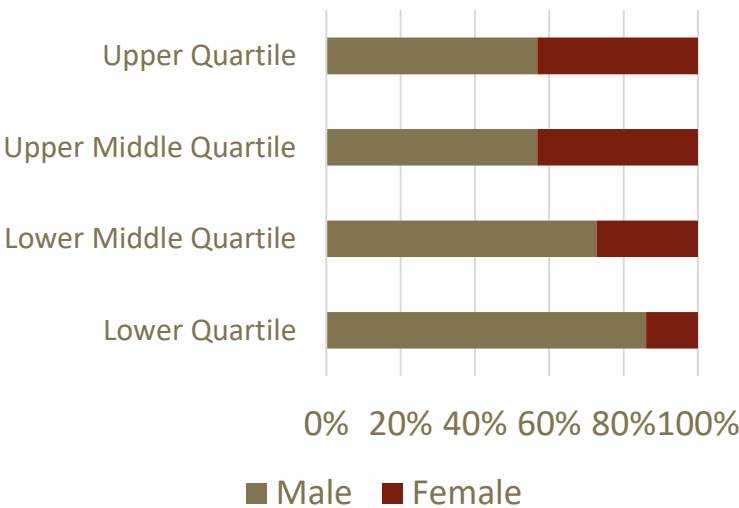
Part Time & Temporary Employees.

There is insufficient data to report on the pay gap information for part-time and temporary employees in ARYZTA Food Solutions.

Gender Pay Quartiles

Each pay quartile represents 25% of our total employee population, ranked by hourly rate of pay.

In 2025, our analysis shows an almost equal proportion of male and female employees in the upper quartiles, while the lower quartiles contain a significantly higher proportion of male employees.



ARYZTA FOOD SOLUTIONS IRELAND

Benefit in Kind & Bonus

Proportion of Benefit in Kind

The data shows that there is equal representation of male and female employees among those receiving benefits in kind. This indicates that access to such benefits is balanced across genders within the Company.

Benefit in Kind	% of female employees receiving BIK	% of male Employees receiving BIK	# of female employees receiving BIK	# of male employees receiving BIK
	24%	14%	13	17

Proportion of Bonus Received

The data shows that male employees are more frequently represented in bonus-eligible roles compared to female employees.

Bonus	% of female employees receiving a Bonus	% of male Employees receiving a Bonus	# of female employees receiving a Bonus	# of male employees Receiving a Bonus
	96%	39%	52	46

Understanding the Pay Gap - AFS

Mean & Median Pay Gap

Our mean gender pay gap is -27.5%, in favour of female employees. The median gender pay gap is -31%, also in favour of female employees. This represents a significant shift towards overall female pay at ARYZTA Food Solutions Ireland.

This shift is primarily driven by two factors:

- An increase in the number of female employees in senior roles.
- A rise in the number of male employees working in warehouse operational roles.

% of Men & Women Receiving a Bonus

Currently, 96% of female employees receive a bonus compared to 39% of male employees.

This difference reflects both the smaller number of female employees overall and the fact that the majority of female employees are eligible for and receive a bonus.

Mean & Median Pay Gap Part Time / Temp Employees

There are very few employees in part-time or temporary roles. At present, there are only three female temporary employees and no male temporary employees.

Given the small numbers involved, it is not possible to draw meaningful conclusions or generalisations about pay gaps within this group.

Mean & Median Bonus Gap

Our mean bonus gap is 12% in favour of male employees, while the median bonus gap is 2%, also in favour of male employees.

This contrasts with the hourly pay gap and reflects the fact that many male employees in the lowest pay quartiles are in roles that do not qualify for a bonus scheme. In comparison, female employees in the lower quartiles are more often in roles that do include bonus eligibility.

As a result, the range of bonus payouts for female employees is wider, which lowers the overall average bonus payout for women compared to men.

Quartiles

For reporting purposes, we have 172 employees, with a gender split of 32% women and 68% men.

When examining the gender breakdown by quartile:

- The upper quartiles show a more balanced representation of male and female employees.
- Men are overrepresented in the lower quartiles, consistent with our finding that more male employees are working in junior operational roles within the distribution facility compared to women.

Actions & Next Steps

We have seen significant improvements in the Gender Pay Gap across both ARYZTA Food Solutions Ireland and ARYZTA Bakeries Ireland.

At ARYZTA, we recognise that diversity, equity, and inclusion are essential drivers of long-term success. We remain committed to transparency and accountability in our pay practices.

This year we introduced additional leave types to foster a more inclusive workplace, including Menopause Leave and Miscarriage Leave. In 2024, we expanded paid maternity and paternity leave, further supporting workers and their families.

Looking ahead, our core focus for 2025 and 2026 is on initiatives that strengthen pay transparency and equality in our business through creating clearer job structures linked to pay, auditing existing compensation structures, and developing remuneration and promotion policies where equality is a core focus. We will also be aiming to address barriers to equality which may arise from conscious and unconscious bias through manager training and development.

Through these actions, ARYZTA is committed to building a workplace where fairness, opportunity, and inclusion are embedded in every aspect of our people practices.

