2026

ARYZTA IRELAND
GENDER PAY GAP



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

Introduction

At ARYZTA, we recognise that our people are the backbone of our operations, and their well-being, development, and engagement are key to ensuring our long-term success.

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 5th year reporting the Gender Pay Gap in ARYZTA Bakeries Ireland and the 4th year reporting the Gender Pay Gap for ARYZTA Food Solutions Ireland, calculating pay gap as a function of male and female employees' average hourly rate of pay as of 30 June 2026.

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.

Publication date: 27th November 2026



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

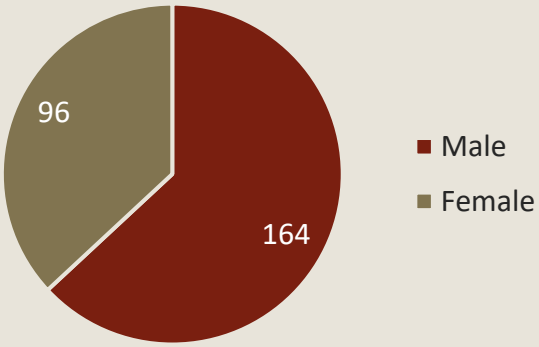
The median is a better indicator of a "typical" annual salary than the mean as it is less affected by extremes at the top and the bottom.

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: 260
Male: 164
Female: 96



Mean hourly pay gap

9.7%

Mean hourly rate for women: €17.75.
Mean hourly rate for men: €19.66.

Median hourly pay gap

14.1%

Median hourly rate for women: €16.85.
Median hourly rate for men: €19.62.

Mean bonus gap

-26%

Mean bonus for women: €5,126.
Mean bonus for men: €4,083.

Median bonus gap

4%

Median bonus for women: €3,763.
Median bonus for men: €3,907.

ARYZTA BAKERIES IRELAND

Temporary & Part-Time Employees

Temporary Employees

There is insufficient data to report temporary employee pay and bonus gap information.

Part-time Employees

There were 7 part-time employees in ARYZTA Bakeries Ireland during the reference period, three of which were female. There is insufficient data to report the bonus pay gap for part-time employees.

Mean hourly pay gap

-41.5%

Mean hourly rate for women: €26.10.
Mean hourly rate for men: €18.45.

Median hourly pay gap

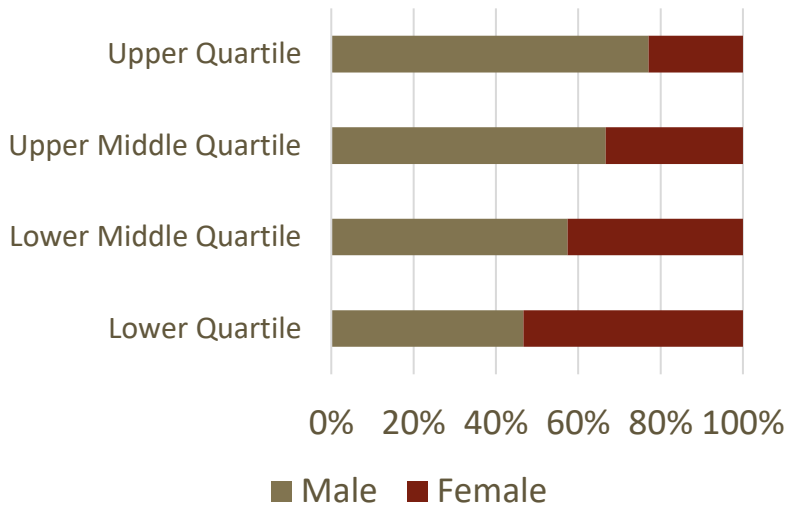
-1.7%

Median hourly rate for women: €16.29.
Median hourly rate for men: €16.02.

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

Very few employees received benefit-in-kind in ABI during the reference period.

	% of female employees receiving BIK	% of male Employees receiving BIK	# of female employees receiving BIK	# of male employees receiving BIK
Benefit in Kind	1.7%	0%	2	0

Proportion of Bonus Received

The data shows that there was a higher representation of men in bonus-eligible roles and there was a lower representation of women in bonus-eligible roles.

	% of female employees receiving a bonus	% of male Employees receiving a bonus	# of female employees receiving a bonus	# of male employees receiving a bonus
Bonus	35%	62%	32	93

COMMENTARY – ARYZTA BAKERIES IRELAND

In ARYZTA Bakeries Ireland, we have 260 employees for reporting purposes with a gender split of 37% women and 63% men.

Mean & Median Pay Gap

The mean gender pay gap in ARYZTA Bakeries Ireland is 9.7% and the median gender pay gap is now 14.1%. The pay gap is driven by the fact that we have a greater proportion of men in senior roles, while a higher amount of women work in junior operational roles in the bakery.

Another factor behind the difference is that female employees take more unpaid leave such as additional maternity leave, parents leave, and parental leave, which impacts annual take home pay.

% of Men & Women Receiving a Bonus

62% of male employees received a bonus and 35% 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 -26% in favour of women, while the median bonus gap is 4% in favour of men.

This reflects the fact that of the female employees receiving a bonus, most of these are in roles with a percentage-based bonus structure.
Contrastingly, more male employees are in roles with fixed bonus structures. Fixed bonuses typically pay out at a lower rate than the percentage-based bonuses.

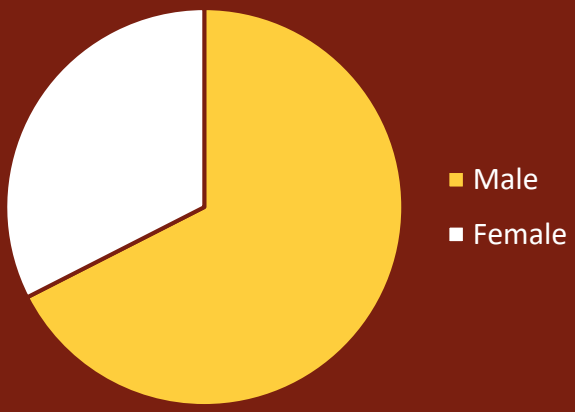
Quartiles

When looking at our gender breakdown by quartile, we see that in the lowest quartile, women are slightly overrepresented. 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: 160
Male: 108
Female: 52



Mean hourly pay gap

-18.5%

Mean hourly rate for women: €29.56.
Mean hourly rate for men: €24.94.

Median hourly pay gap

-18%

Median hourly rate for women: €23.31.
Median hourly rate for men: €19.75.

Mean bonus gap

-12.7%

Mean bonus for women: €8,193.
Mean bonus for men: €7,271.

Median bonus gap

0.4%

Median bonus for women: €4,414.
Median bonus for men: €4,430.

ARYZTA FOOD SOLUTIONS IRELAND

Part Time & Temporary Employees.

Part Time Employees

There were no part-time employees in ARYZTA Food Solutions during the reference period.

Temporary Employees

There were 6 temporary employees in ARYZTA Food Solutions on the reference date. There is insufficient data to report the mean and median bonus by gender for temporary employees.

Mean hourly pay gap

-2.9%

Mean hourly rates are not reported here to protect personal data.

Median hourly pay gap

32.3%

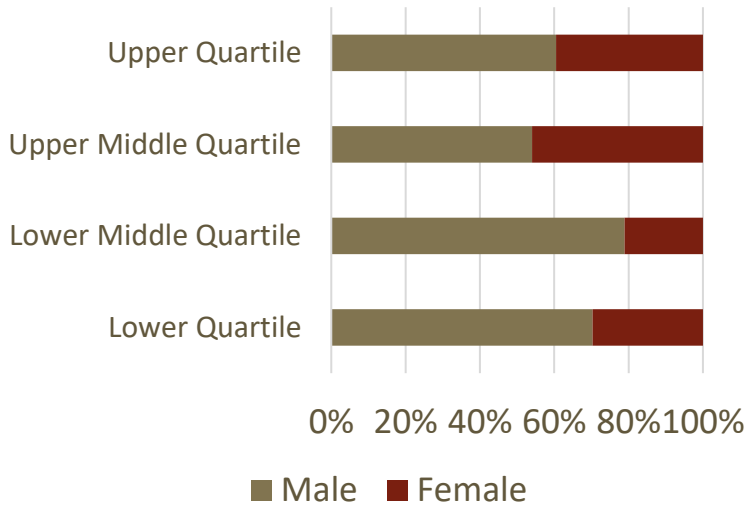
Median hourly rates are not reported here to protect personal data.

Gender Pay Quartiles

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

In 2026, the ratio of male to female employees was approximately 2:1. This is reflected in a higher number of males in each quartile.

There was a significantly higher proportion of male employees in the lowest quartile.



ARYZTA FOOD SOLUTIONS IRELAND

Benefit in Kind & Bonus

Proportion of Benefit in Kind

The data shows that proportionately more women received benefit in kind.

	% of female employees receiving BIK	% of male Employees receiving BIK	# of female employees receiving BIK	# of male employees receiving BIK
Benefit in Kind	24%	16%	12	16

Proportion of Bonus Received

The data shows that there was a higher representation of women in bonus-eligible roles and there was a lower representation of men in bonus-eligible roles.

	% of female employees receiving a Bonus	% of male Employees receiving a Bonus	# of female employees receiving a Bonus	# of male employees Receiving a Bonus
Bonus	98%	43%	50	43

Understanding the Pay Gap - AFSI

Mean & Median Pay Gap

Our mean gender pay gap was -18.5%, in favour of female employees. The median gender pay gap was -18% in favour of female employees.

The pay gap can be largely explained by the gender breakdown in role types within the business. Significantly, only male employees worked in warehouse operator roles during the reference period. These are junior roles which represent the largest single type of employee in AFSI.

% of Men & Women Receiving a Bonus

98% of women received a bonus compared to 43% of men. While less women were employed overall, most female employees were in bonus-eligible roles.

Mean & Median Pay Gap Part Time / Temp Employees

There were no part-time employees and just six temporary roles. Given the small population size, it is not possible to draw meaningful conclusions or generalisations about pay gaps within this group.

Mean & Median Bonus Gap

The mean bonus gap was -12.7% in favour of female employees. The median bonus gap was .4%, in favour of male employees.
This reflects the fact that many male employees in the lowest pay quartiles are in roles that are not on a bonus scheme. In comparison, female employees in the lower quartiles are more often in bonus eligible roles.

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

Quartiles

For reporting purposes, we have 160 employees, with a gender split of 34% women and 66% men.

When examining the gender breakdown by quartile:

- The upper quartile shows a fairly balanced representation of female employees.
- Female employees were slightly over-represented in the upper middle quartile.
- Men were slightly overrepresented in the bottom two quartiles, consistent with our finding that only men worked in junior operational roles within the distribution facility.

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.

We also took steps to support women in our community through partnering with Womens Aid, an organisation who support and advocate for women experiencing domestic abuse.

Looking ahead, we will continue to work 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 renumeration and promotion policies where equality is a core focus.

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



