



FAAC Electronics Limited Gender Pay Gap Report 2025

30 November 2025



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What is the Gender Pay Gap (GPG)?

The gender pay gap is the difference in the average hourly pay of men and women across our company. It is a comparison of all employees, not just those doing similar work to one another. The gender pay gap is different to equal pay. Equal pay compares the pay of people doing the same work. The gender pay gap demonstrates whether females and males are represented equally across all levels of the organisation.

What are we reporting?

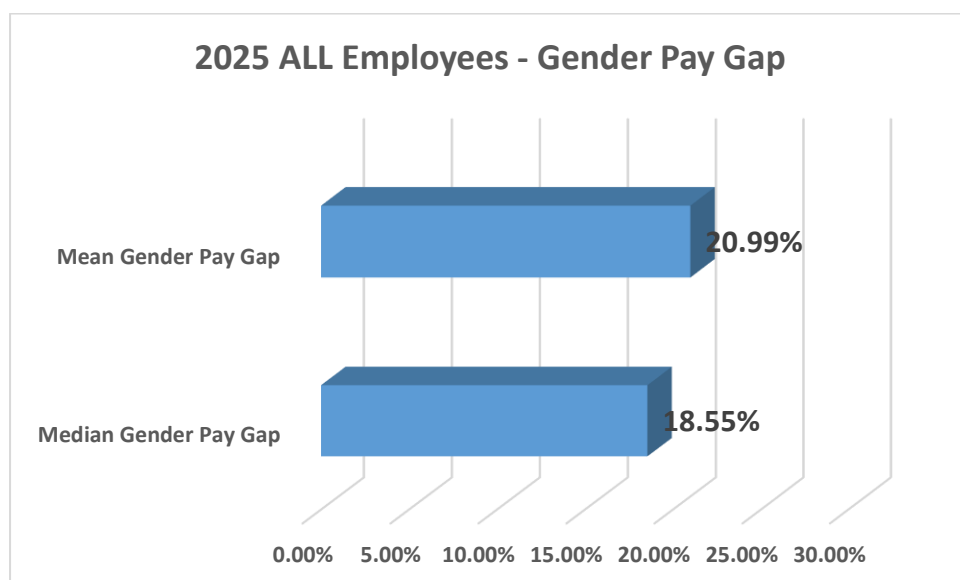
Legislation was introduced in 2022 that requires employers in the Republic of Ireland (ROI) with 250 or more employees to calculate and publish their Gender Pay Gap. Under the GPG regulations, we report annually and are required to choose a snapshot date in June as the basis of our reporting. Our snapshot date is 30th June 2025 and due to our company size (over 50 employees) 2025 is our first year of reporting. This report includes all relevant employees of FAAC Electronics Limited. Our report covers employees in the Republic of Ireland only.

Calculating Our Pay Gap

Our 2025 Gender Pay Gap Report is based on payroll data for the period 1 July 2024 – 30 June 2025 for our legal entity, FAAC Electronics Limited. As this is the first year we have undertaken this report there is no comparison year.

Do we have an hourly Gender Pay Gap?

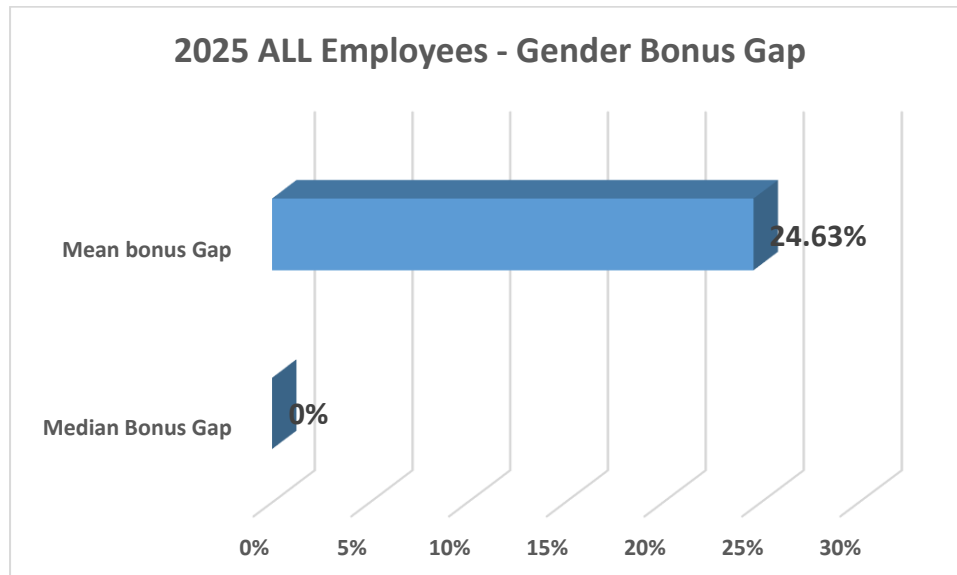
Our mean GPG for 2025 is 20.99% while our median GDP is 18.55%.



The main reason for our gender pay gap is due to our organisational structure with a larger number of females in lower level roles and higher numbers of males in more senior positions.

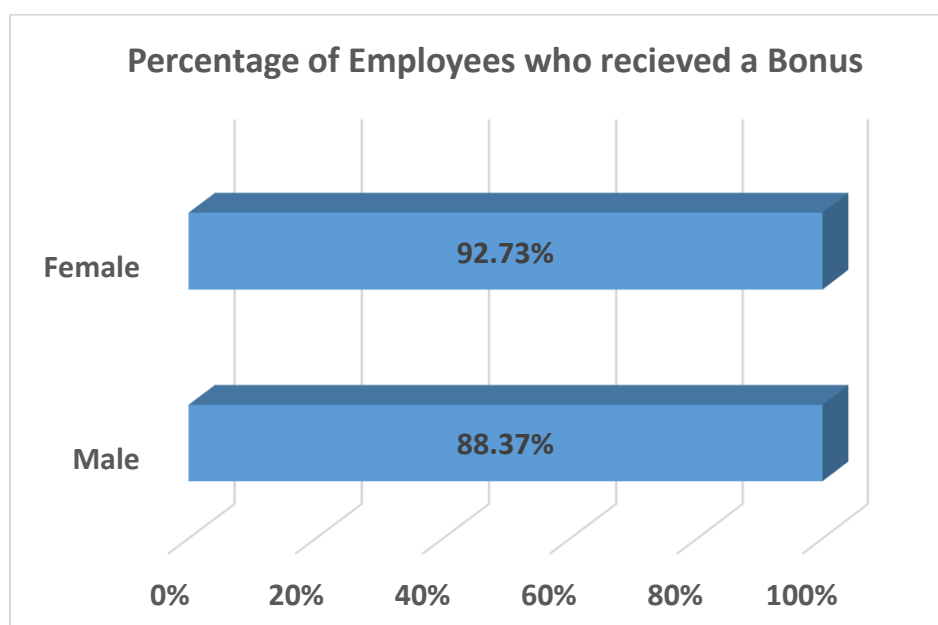
Do we have a Gender Bonus Gap?

Our mean Gender Bonus Gap is 24.63% and our median Gender Bonus Gap is 0%.

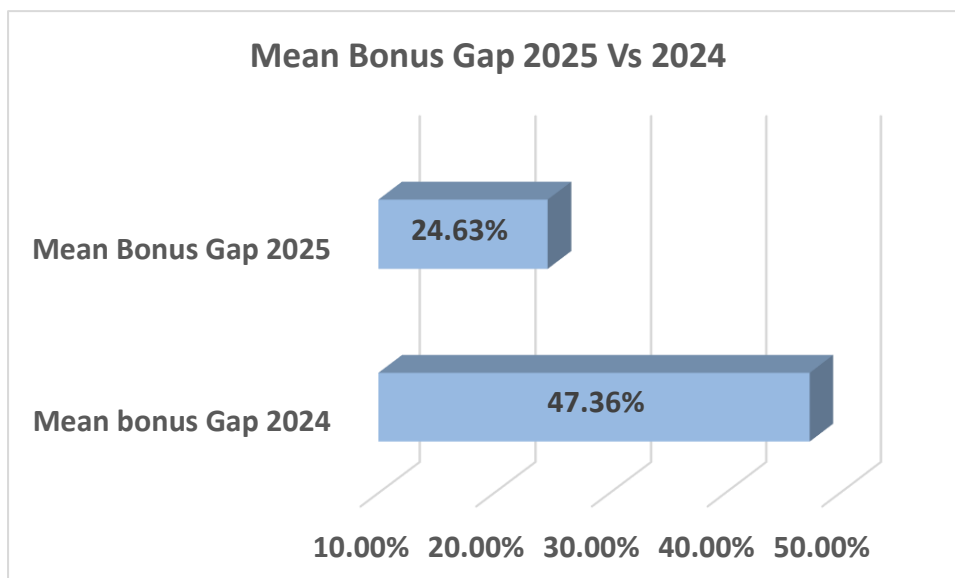
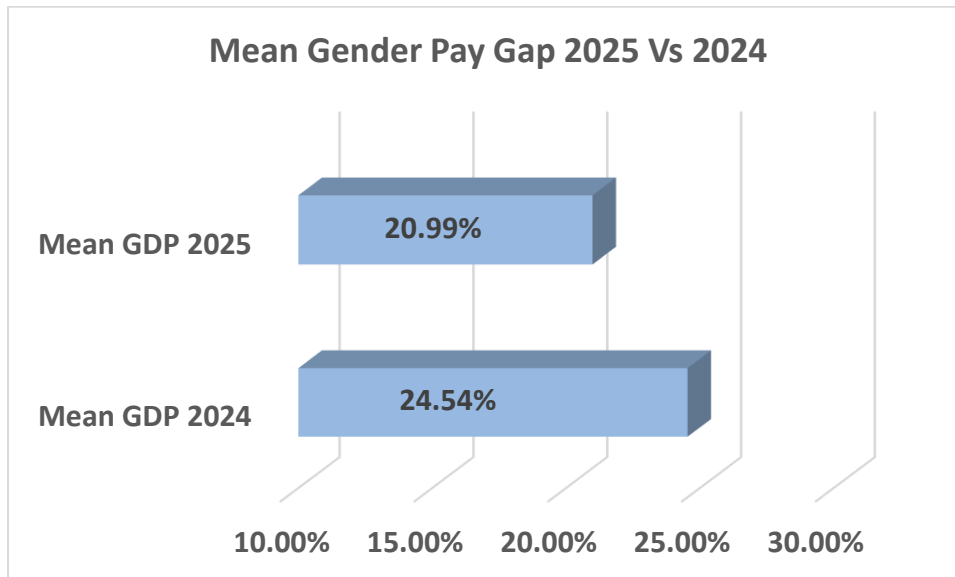


There are a number of different bonuses including long service, profit sharing and performance related bonuses. A larger proportion of male staff eligible for performance related bonuses along with a large proportion of male employees due a service bonus in 2025 are the primary reason for the disparity between the mean bonus gap between male and female staff in 2025.

Almost all employees are eligible for profit share and as such this is the reason why the median bonus gap is 0%. As almost all employees are eligible for profit share, the difference between the proportion of males and female's receiving the bonus payment is affected by whether or not they had received their bonus by the snapshot date of 30th June, with some employees not receiving the payment by the snapshot date but who will be eligible to receive the payment later in the year.



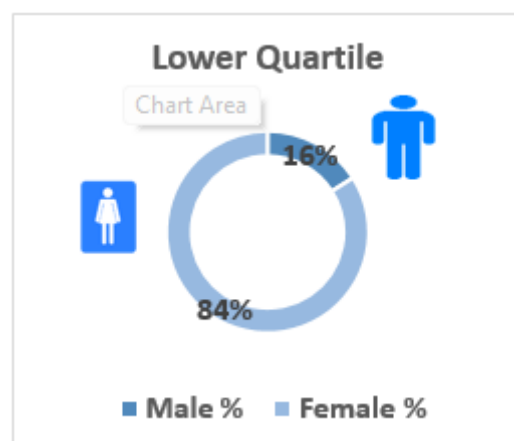
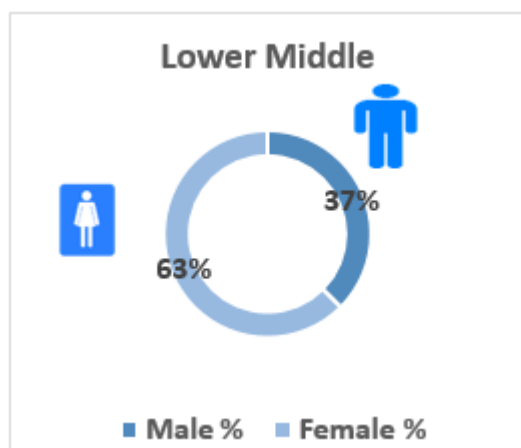
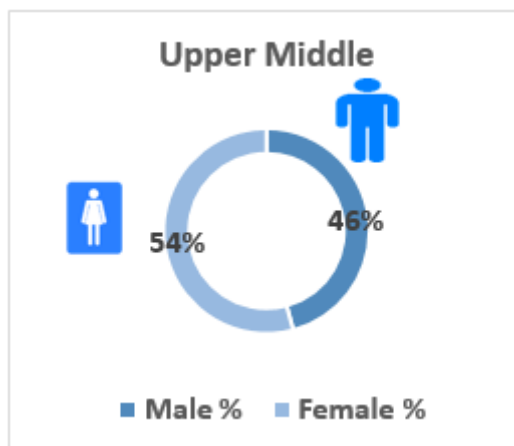
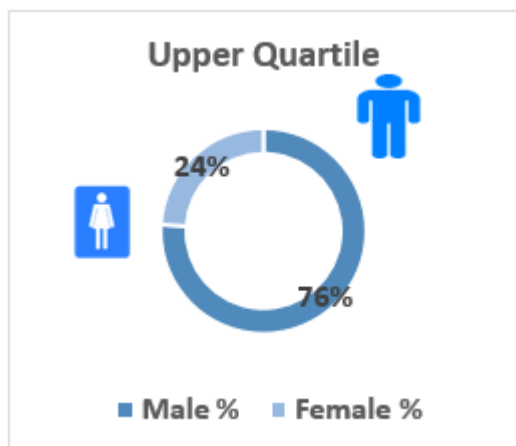
2025 Vs 2024 Gender Pay Gap and Gender Bonus Gap



While 2025 is the first year we have produced this report, we have ran the report for 2024 and already can see improvements to both the gender pay gap and bonus pay gap between 2024 and 2025. In 2024 we had a gender pay gap of 24.54% compared to a gender pay gap of 20.99% in 2025, a reduction of 3.55%. In the area of bonus payments, there was a significant improvement between 2024 and 2025, in 2024 the bonus gap stood at 47.36% as compared with 24.63% in 2025, a 22.73% improvement. The difference between the gap in bonus payments in 2024 and 2025 is largely down to more female employees being entitled to service payments in 2025.

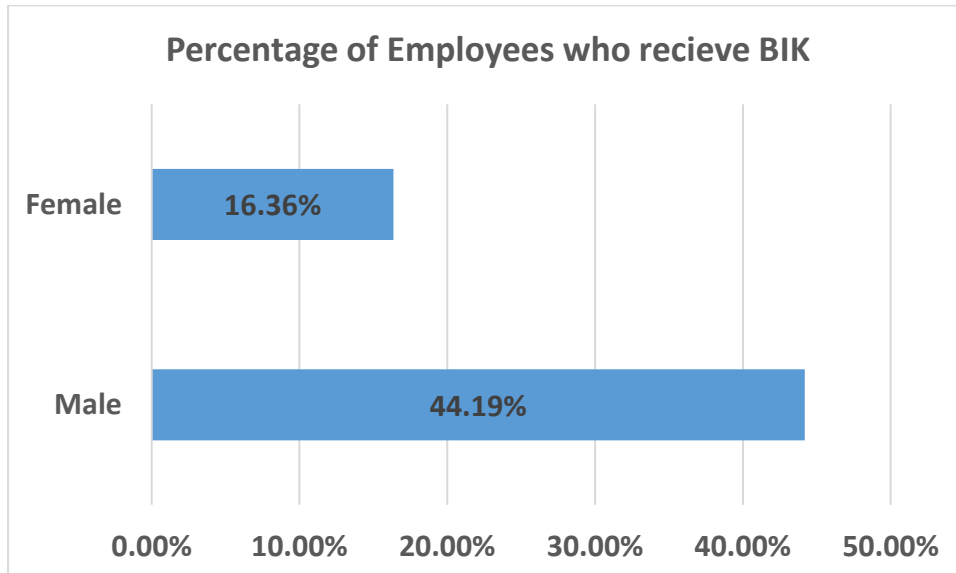
Representation of Women

As seniority increases in the Upper Quartile within our organisation, female representation decreases. Females are more represented at the Lower Quartile, Lower Middle Quartile and Upper Middle Quartile as compared with stronger male representation at the Upper Quartile



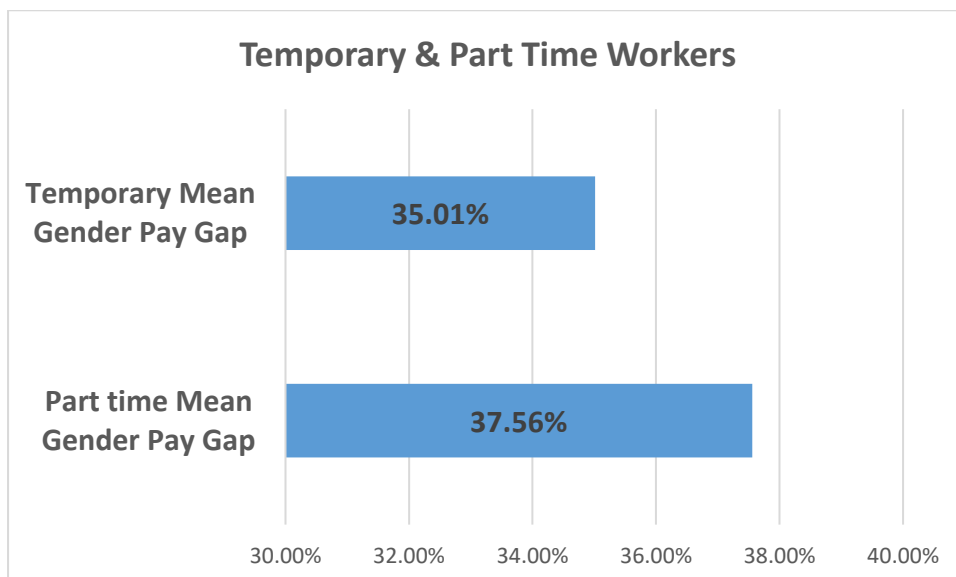
Percentage of Employees who receive BIK

The disparity in males and females receiving BIK is largely down to the larger amount of males in more senior positions which are entitled to receive BIK.



Temporary and Part Time Employees

We have a small number of employees who work on a part time basis and each year take on a number students on short term placements, this work is paid but due to it being work experience the pay range falls in the Lower Quartile. All temporary and part time employees employed on the snapshot date were female.



Our Commitment to Improve

As a business which has become majority female in recent years, we remain committed to gender equality across the organisation, and as such commit to reducing our gender pay gap. We seek ongoing engagement with our stakeholders to develop a deeper understanding of the challenges we face in improving the number of females progressing to senior management roles.

While 2025 is the first year we have been reporting on our gender pay gap, we had previously recognised this as an issue and took steps to address this. In the past 2 years we have had a focus on hiring female managers and supervisors, of the last 3 department managers appointed, 2 have been female. Both our Production and Engineering departments are led by female managers and all Process Leader's within the Production Department are female.

A change to bonus structure implemented in 2025 means that more female staff will be included in the performance related bonus scheme for the next report. We will continue our recent track record of seeking to promote females into more senior positions and in 2026 we will launch a leadership and development programme for people leaders which will seek to advance all of our people leaders and provide a path to senior management.