

### Introduction - Gender Pay Reporting

BCD, a leader in process engineering systems, creating solutions for the domestic and export market for some of the biggest names in pharma, biotech, chemical and food in beverage industries.

BCD Engineering Ltd. is dedicated to fostering equality, diversity, and inclusion within our workplace. Our goal is to create a safe and respectful environment for all employees, underpinned by our core values of respect, integration, inclusion, equality, and integrity.

We welcome the Gender Pay Gap Reporting as it highlights a critical area within industry that requires ongoing and diligent efforts to build an inclusive and diverse workforce where everyone feels valued and fairly compensated for their work.

### Overview of the Gender Pay Report

Our report for 2025 is the second report provides a comprehensive overview of gender representation across BCD Engineering Ltd., categorized by grade, pay, and role. It helps us better understand our data and focus on addressing the challenges of gender imbalance within our organization and industry at large.

The reporting period for this analysis is from July 1st, 2024, to June 30th, 2025.

### Understanding the Gender Pay Gap

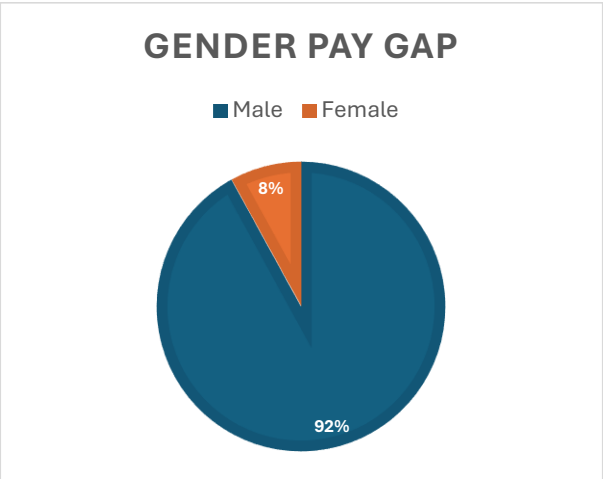
The Gender Pay Gap Information Act 2021 mandates that organizations with 50 or more employees disclose gender pay gap data, promoting transparency and accountability in addressing this critical issue. The gender pay gap refers to the difference in average pay between men and women, expressed as a percentage. It reflects a company's workforce profile and may exist even if male and female employees are paid equally for the same or similar jobs. At BCD Engineering Ltd., we benchmark remuneration against industry standards to ensure consistency and equity in our pay practices.

### Calculation of the Gender Pay Gap

The gender pay gap is calculated using both mean and median percentages. The mean gender pay gap is derived by comparing the total earnings of all male employees to the total earnings of all female employees. The median gender pay gap identifies the midpoint of earnings, where half of male employees earn more, and half earn less and does the same for female employees.

Gender Pay Gap

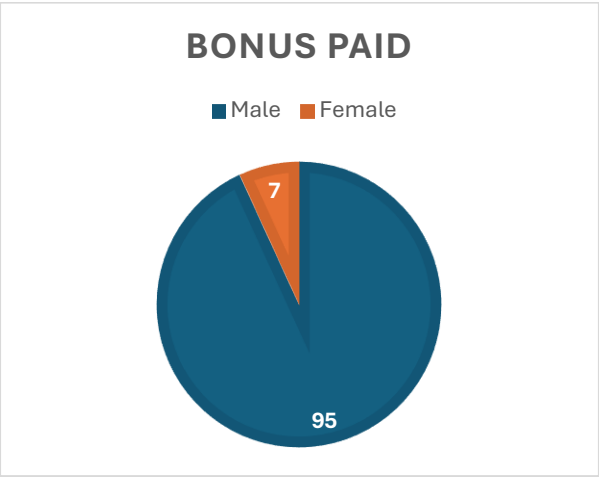
The figure below represents our gender pay gap, as a percentage, in both mean and median for the 12-month reporting period (July 1st, 2024 - June 30th, 2025). The mean gender pay gap at BCD Engineering Ltd. is 7.48%, which compares favourably to the national average of 9.6% in Ireland (Source: CSO 2022). A significant contributing factor to the imbalance is the gender composition of our workforce, which as of June 2025, is composed of 92% (213) male and 8% (18) female.



Gender Pay Gap	Mean %	Median %
Hourly Remuneration	7.48%	25.42%

Bonus Gap Analysis

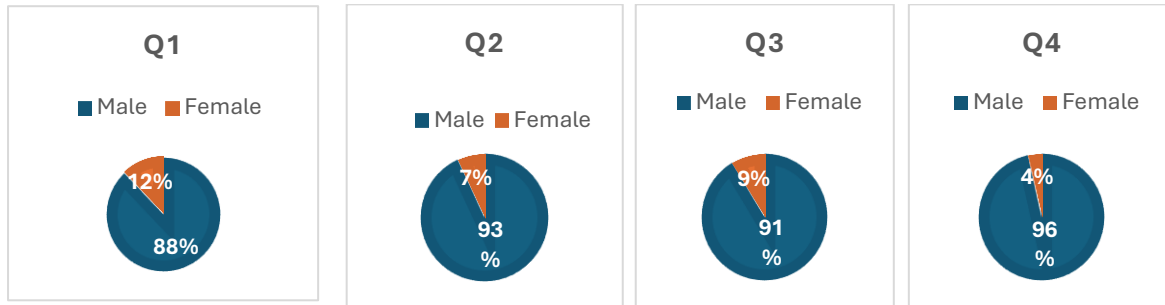
The Gender Bonus Gap measures the differences in total bonus payments between all women and all men in the organization. The data shows that 45% of men and 39% of women received a bonus in 2025. The gap is primarily attributed to the greater proportion of males in senior and commercial/customer-facing roles. 5.6% of both men and women were in receipt benefits in kind (BIK).



Bonus Pay Gap	Male %	Female %
% Paid Bonus	44.60%	38.89%
% Received BIK	5.63%	5.56%

## Gender Pay Quartile Distribution

The Gender Pay Quartile presents information on the distribution of hourly rates of pay for men and women across each quartile of BCD, from the lowest in Quartile 1 to the highest in Quartile 4. Analysis shows that women are slightly overrepresented in Quartiles 1 and 3, and slightly underrepresented in Quartiles 2 and 4, influenced by a greater number of men in more senior roles.



## Addressing the Gender Pay Gap

At BCD Engineering Ltd., we recognize the underrepresentation of women in our workforce and are committed to implementing concrete and sustainable measures to address this challenge. We believe that progress towards achieving a better gender balance is attainable and are committed to attracting more women to BCD.

## Policy Framework

At BCD we have a Diversity and Inclusion policy, as well as a Dignity at Work policy, which provide the framework for promoting equality, accommodating diversity, and ensuring that all employees feel included and valued.

We will continue to review all our company policies on a regular basis to ensure they are balanced and accommodate the needs of our employees and the company.

## Talent Acquisition and Development

BCD has been successful in attracting female applicants for roles in our support functions. However, the proportion of women applying for operational and technical roles remains low, in line with industry norms. We are committed to promoting gender diversity in all areas of our workforce and attracting females to work for BCD. To this end we will continue to take and expand actions in the following areas:

- **Talent Acquisition:** We are committed to recruiting and developing people from a broad and diverse talent pool and providing career opportunities to all our staff to enable them to reach their full potential. In 2025 we have seen a small increase in Female representation in our organisation based on 2024.

- **Graduate Programme and Apprenticeship:** We will continue to focus on growing our female representation through our graduate and apprenticeship programmes.
- **Talent Development:** We will use our talent management tools, including performance reviews and development processes, to provide increased opportunities for development and growth.
- **School/College and University Programmes:** We intend to continue to broaden our relationships with universities, colleges, and schools, and expand the use of our successful women graduates and apprentices to showcase the range of opportunities within the company.