



MEI- Gender Pay Gap Report **Munters Corp Ireland**

November 2025

For Internal and Public Use



Understanding Gender Pay Gap

The gender pay gap is the difference in the average hourly wage of men and women across a workforce.

The gender pay gap looks at the pay differences between men and women at a much broader level, irrespective of their role or seniority.



Purpose

Munters Corp Ireland Ltd believes in equal opportunities amongst all of our employees.

Following new government guidelines, Gender Pay Gap Reporting must now be filed in accordance with legislation from 2022 update in 2025 where organisations with over 50 employees are being asked to report on their Gender Pay Gap for the first time in 2025.



This reporting is required in order to address the issues of low employment and participation rates of women globally.

Munters is required to choose a snapshot date. The snapshot date must be in June, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date in June.



Our Gender Pay Gap metrics:

The snapshot date for this gender pay data was 30 June 2025 and the period referenced is July 2024 to June 2025. We had 161 employees, of whom 18 were women and 143 were men.

| | |
|---|---|
| Total Headcount | 161 |
|  |  |
| 143 | 18 |

| Genger Pay Gap | 2025 Results |
|----------------|--------------|
| Mean | Median |
| 0.60% | 0.2% |

| Genger Bonus Gap | 2025 Results |
|------------------|--------------|
| Mean | Median |
| 41% | 3.5% |

Why do we have a Gender Bonus Gap?

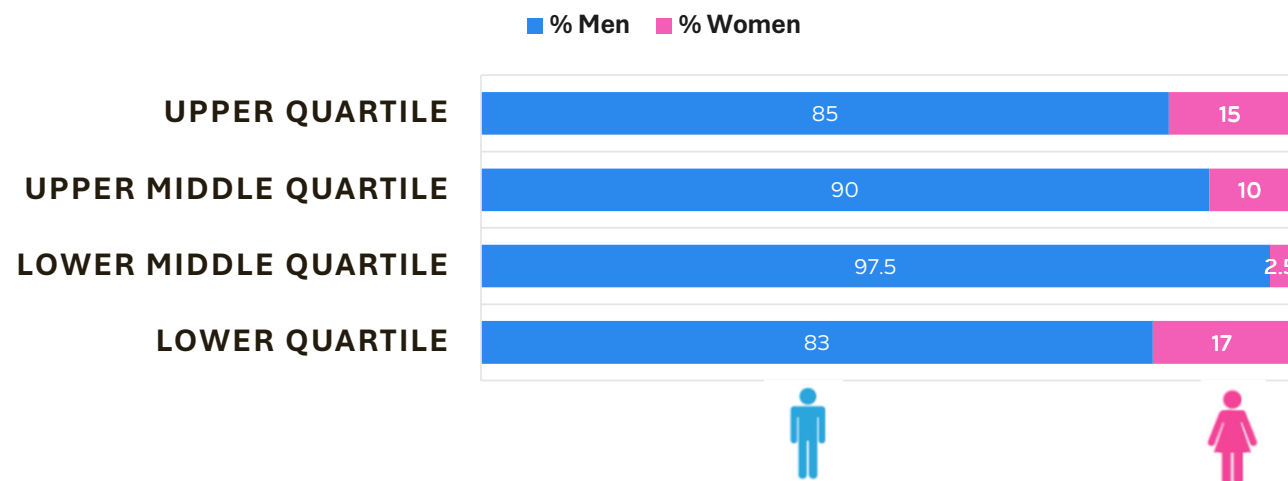
The gender bonus gap is due to the company being primarily a male dominant industry, also less females in senior positions.



| % who received BIK | 2025 Results |
|--------------------|--------------|
| Men | Women |
| 8% | 11% |

| % who received Bonus | 2025 Results |
|----------------------|--------------|
| Men | Women |
| 92% | 89% |

PROPORTION OF EMPLOYEES IN EACH PAY QUARTER



Reason for the Proportion of employees in each pay quarter

- Primarily it is a male dominant industry
- Many of our leadership team have progressed through length of service within the company
- High percentage of males tend to undertake relevant areas of study related to our industry

We are committed to:

- Implementing programs and professional development initiatives specially tailored to women.
- . We are aiming to bridge this gap by reviewing our recruitment processes in order to make this industry more attractive to females workers.
- A focus on creating a supportive and inclusive workplace culture that encourages the retention and advancement of women.



⁶*See more information about Munters Group goals and outcome in Munters Annual & Sustainability report (ASR) 2023 on Munters & Munters webpage: [Committed to Sustainability | Munters](#)

