

KERRY DAIRY IRELAND

2025 Gender Pay Gap Republic of Ireland

INTRODUCTION



Building a Diverse and Inclusive Workplace

At the heart of our commitment to creating a truly diverse and inclusive workplace is the belief that gender equality is essential to our success. To support this vision, we have set a clear and ambitious goal: achieving 40% gender representation in senior management roles by 2030. Today, we are proud to report that 34% of our senior management positions are held by women and we remain focused on driving further progress.

Understanding the Gender Pay Gap

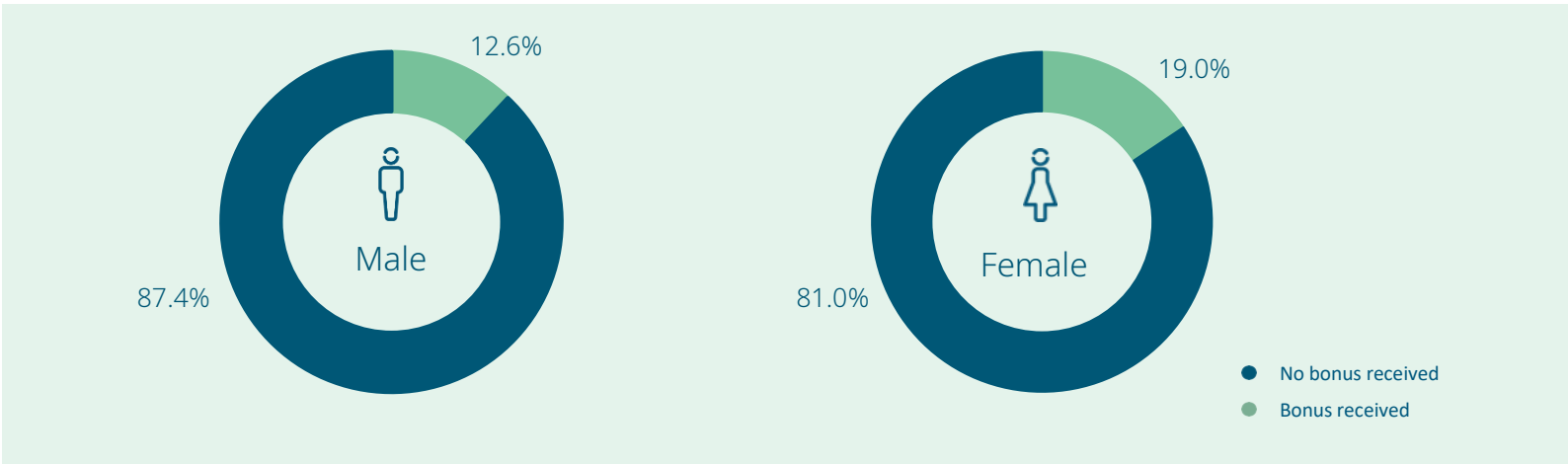
The gender pay gap is a critical measure of our progress toward equality. It reflects the overall distribution of men and women across all roles and levels within the organisation, essentially, the difference in average pay between all male and all female employees. We recognise that representation of women at the highest levels of our business in Ireland is a key factor influencing this gap.

As part of our ongoing commitment, we continue to strengthen gender balance among senior leaders and report transparently on our progress each year. These efforts are not just about meeting targets, they are about fostering a culture where talent thrives, opportunities are equitable and leadership reflects the diversity of our workforce.

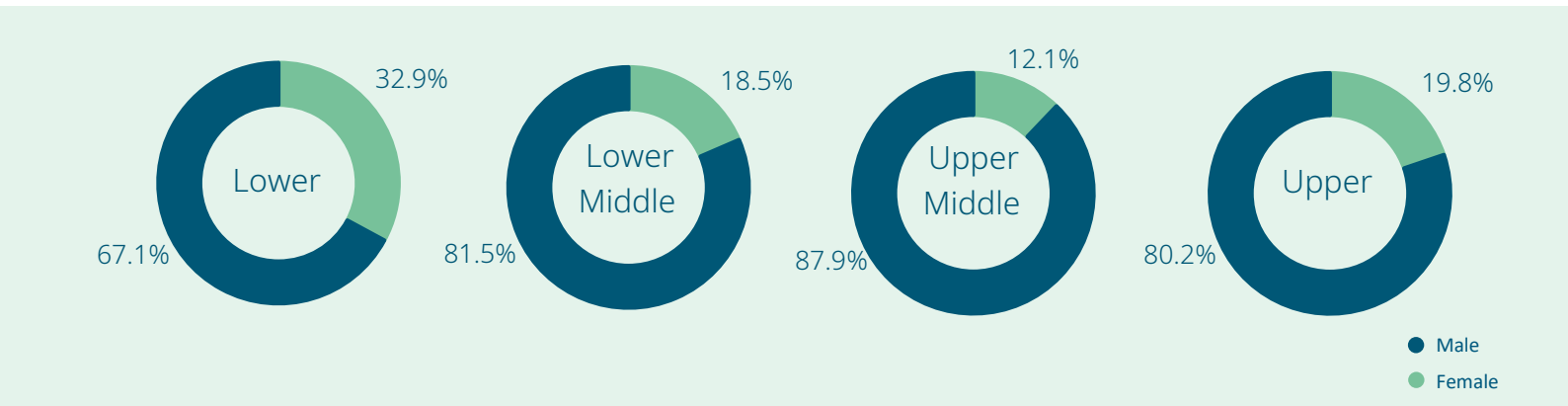
What is Our Gender Pay Gap?

Difference Between Male and Female	Median (middle)	Mean (average)
Gender Hourly Pay Gap	13.6%	3.6%
Gender Bonus Gap	-29.4%	30.4%

Proportion of males and females receiving a bonus



Proportion of males and females in each pay quartile



We understand that the presence of women in senior roles within our Irish business is a significant factor influencing the Gender Pay Gap. To address this, we remain focused on enhancing gender balance among our leadership team and share updates on our progress annually, in line with our commitments.

Appendix

The table below details the hourly gender pay gap across the metrics required by the Gender Pay Gap Information Act 2021.

	Median (middle)	Mean (average)		
All employees	13.6%	3.6%		
> Part-time employees	4.6%	-30.3%		
> Temporary employees	18.6%	19.8%		
Bonus Pay	-29.4%	30.4%		
Proportion of males and females receiving a bonus	M: 12.6%	F: 19.0%		
Proportion of males and females receiving a benefit in kind	M: 1.1%	F: 2.0%		
Proportion of males and females in each pay quartile	Lower M: 67.1% F: 32.9%	Lower Middle M: 81.5% F: 18.5%	Upper Middle M: 87.9% F: 12.1%	Upper M: 80.2% F: 19.8%

Notes

1. The pay gap for temporary roles is favourable to male employees. This represents around 19% of our total employee population and is mainly due to seasonal contracts or interns, with approximately 84% of this population being male.
2. A very limited number of employees receive benefit in kind, equating to 1.1% of male and 2.0% of female employees.