



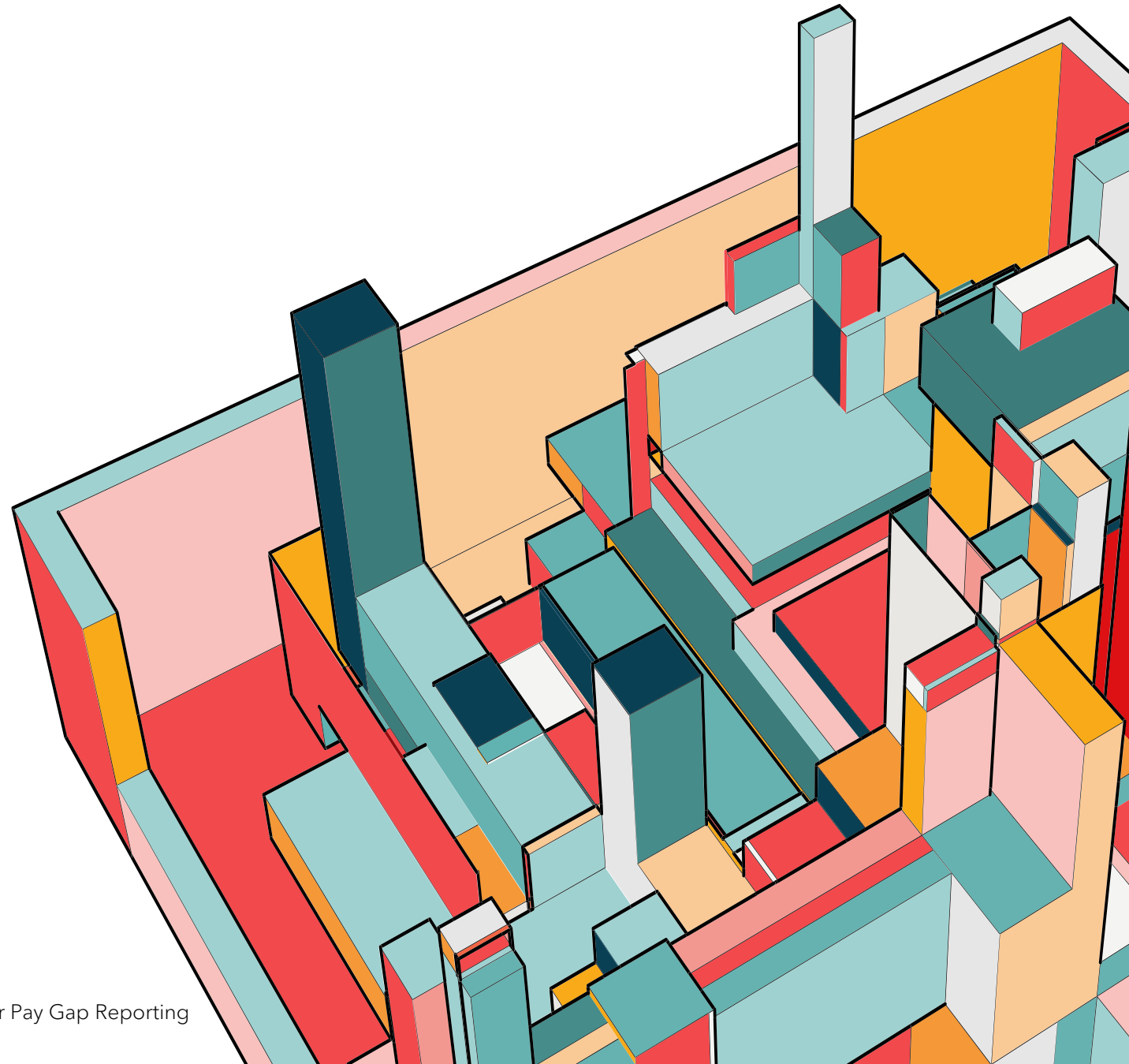
Gender Pay Gap Reporting 2025

WHAT IS IT ABOUT?

At Shire Foods, we know that employees are the main ingredient to our success. That's why we are committed to fostering a diverse and inclusive workplace where every team member feels valued and supported.

The Gender Pay Gap demonstrates the differences in the average pay between men and women. This is different to equal pay, which requires men and women, who carry out the same or similar roles, or work of equal value, are paid the same.

We are dedicated to addressing both issues proactively, ensuring fairness and opportunity across all levels of our workforce—from our production lines to our offices and beyond. By nurturing an inclusive culture, we can continue to deliver success together.



PAY GAP OVERVIEW

Pay and Bonus Gap

Table 1 & 2 demonstrate the Mean and Median gender pay and bonus based on a snapshot date of 05 April 2024 (hourly pay) and bonus paid in the 12 months before. The Mean is the average, the Median is the middle value. The tables show the gender pay gap in hourly and bonus pay as a percentage of men's pay.

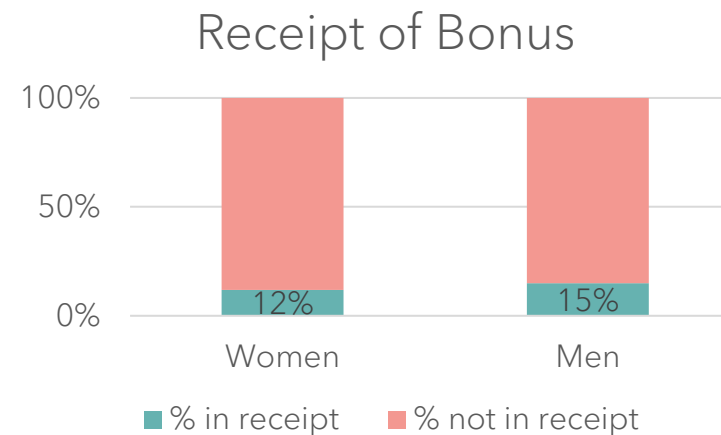
| Table 1 - Mean | |
|----------------|------|
| Hourly pay gap | 6% |
| Bonus gap | (8)% |

| Table 2 - Median | |
|------------------|-----|
| Hourly pay gap | 0% |
| Bonus gap | 17% |

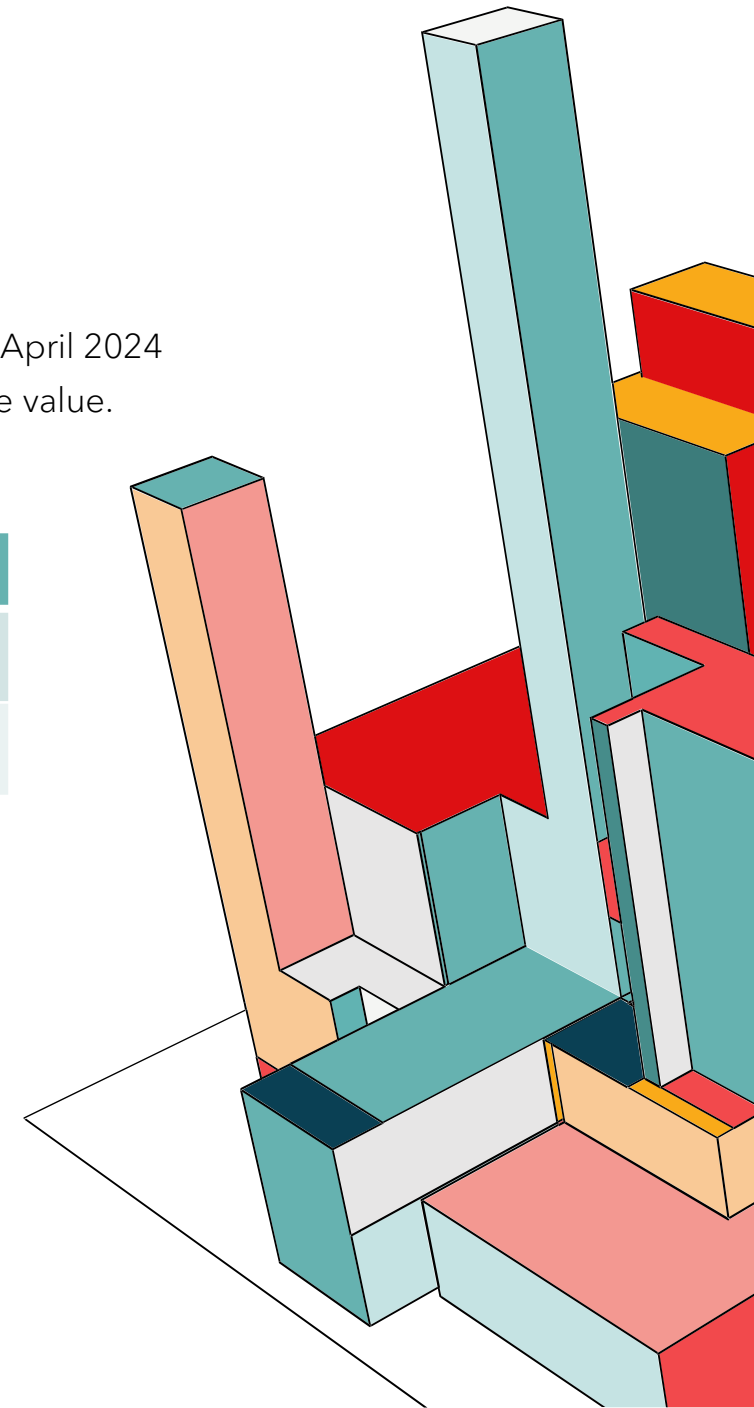
Bonus

This chart shows the percentage of women and the percentage of men that received a bonus in the 12 months before the snapshot date.

It is important to note this is the percentage of all women and all men, although not all roles are eligible to receive a bonus.

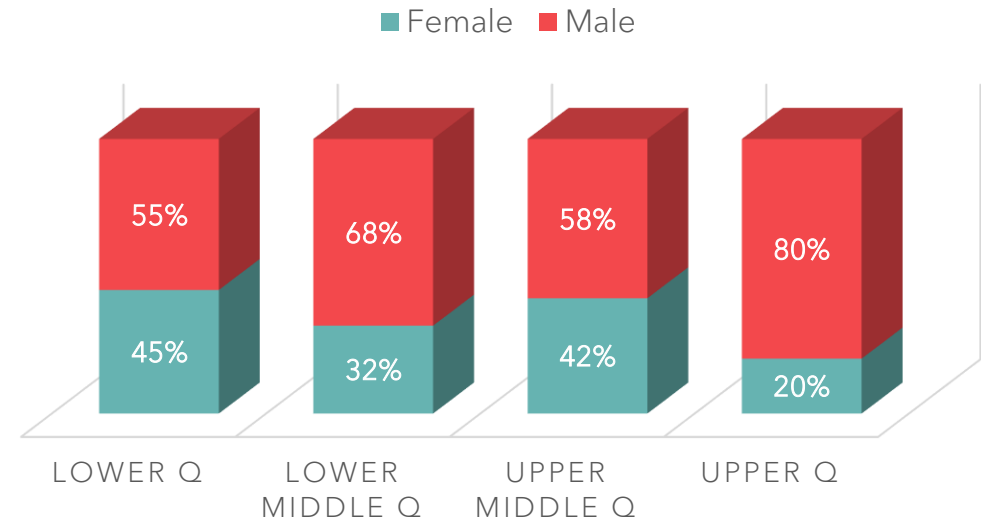


Gender Pay Gap reporting



HOURLY PAY QUARTILES

The proportion of male and female employees are split into four equal pay quartiles, from the lowest 25% of earners to the highest 25%.



STATEMENT

Message from the Managing Director

"We recognise our responsibility to reduce our gender pay gap over time. In the food manufacturing industry, attracting, developing, and retaining a skilled and diverse workforce is essential to our success. We remain committed to prioritising skills, experience, and aptitude in all recruitment and promotion decisions while ensuring equal opportunities for career progression at all levels of the business.

Currently, 35% of our workforce is female, and we are pleased around 40% of our senior management team (excluding myself) is made up of women. While we are committed to hiring and developing the best talent, regardless of gender, we also recognise the importance of removing any potential barriers that may prevent women from advancing within our organisation—whether in production, operations, technical roles, or leadership positions.

To support this commitment, we will continue to review our pay and promotion policies to ensure fairness, provide targeted leadership development and mentoring programs, and foster an inclusive culture where all employees have access to the support and opportunities needed to reach their full potential. By taking these steps, we aim to build a more balanced workforce and drive long-term progress in closing the gender pay gap within food manufacturing.

I confirm that the data published in this report is accurate."



Michael TZIRKI