



Gender Pay Reporting Ireland

November 2025

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Executive Summary

Founded in Michigan in 1887, Perrigo Company is a leading provider of Consumer Self-Care Products.

The Company is a leading provider of over-the-counter health and wellness solutions that enhance individual well-being by empowering consumers to proactively prevent or treat conditions that can be self-managed.

Dublin is the Corporate Headquarters of Perrigo and approximately 200 Perrigo Colleagues are employed there. Activities performed in the Dublin office are focused on Perrigo's Global Supply Chain and also Centralised Corporate Functions of Finance, HR, Legal, Quality and IT.

Per the CSO the mean Gender Pay Gap in Ireland in 2024 was 9.3%*, for Perrigo Pharma International at 30th June 2025 the mean Gender Pay Gap was 1.02%. Perrigo Pharma International's Median Pay Gap was 12%

The analysis of our Gender Pay Gap data found that the biggest impact on Perrigo Pharma International's average hourly pay was grade and it is gender difference by grade that is the leading cause of the gap. It is largely driven by the following factors:

- The higher number of males in the higher grades, from Associate Director/Director levels upwards.
- The higher number of females in the lower grades
- Grade and time spent in the grade have the greatest impact on average hourly pay. Part-time work is not a contributing factor to the gap in Perrigo Pharma International.

This is the first Gender Pay Report for Perrigo Pharma International in Ireland. The information used to compile this report is from 30th June 2025.



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Source: CSO Press Statement March 2025

DATA SOURCES

The pay data in the Gender Pay Gap report for 2025 is based on data from the payroll system for the relevant 12 month period. Data such as the gender, grade, full-time/part-time status, and permanent/temporary status of employees was taken from the SuccessFactors HRMS which records employee HR information.

REFERENCE PERIOD

The snapshot date chosen for this report is Monday 30 June 2025 and its reporting period is 1 July 2024 to 30 June 2025.

DEFINITIONS

Mean Gender Pay Gap

The mean gender pay gap is the difference between the mean hourly pay of male employees and that of female employees expressed as a percentage of the mean hourly pay of male employees. The mean hourly pay is the average hourly pay across the entire workforce.

Median Gender Pay Gap

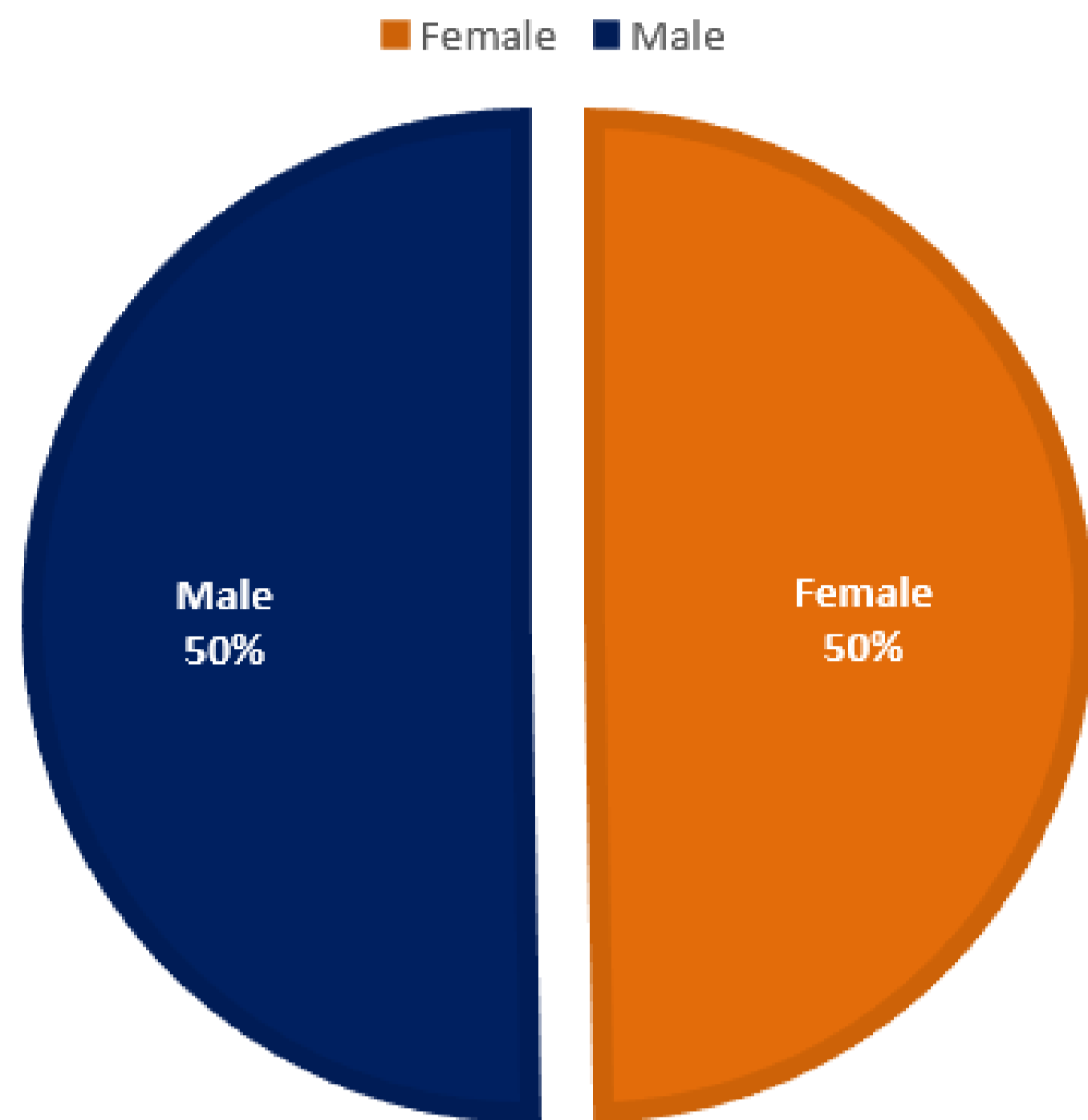
The median gender pay gap is the difference between the median hourly pay of male employees and that of female employees expressed as a percentage of the median hourly pay of male employees. The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.

Pay Quartiles

Pay quartiles are calculated by dividing employees in the organisation into four even groups ordered from highest to lowest hourly pay. The proportion of males and females in each quartile expressed as a percentage gives an indication of the gender representation at different levels of the organisation.

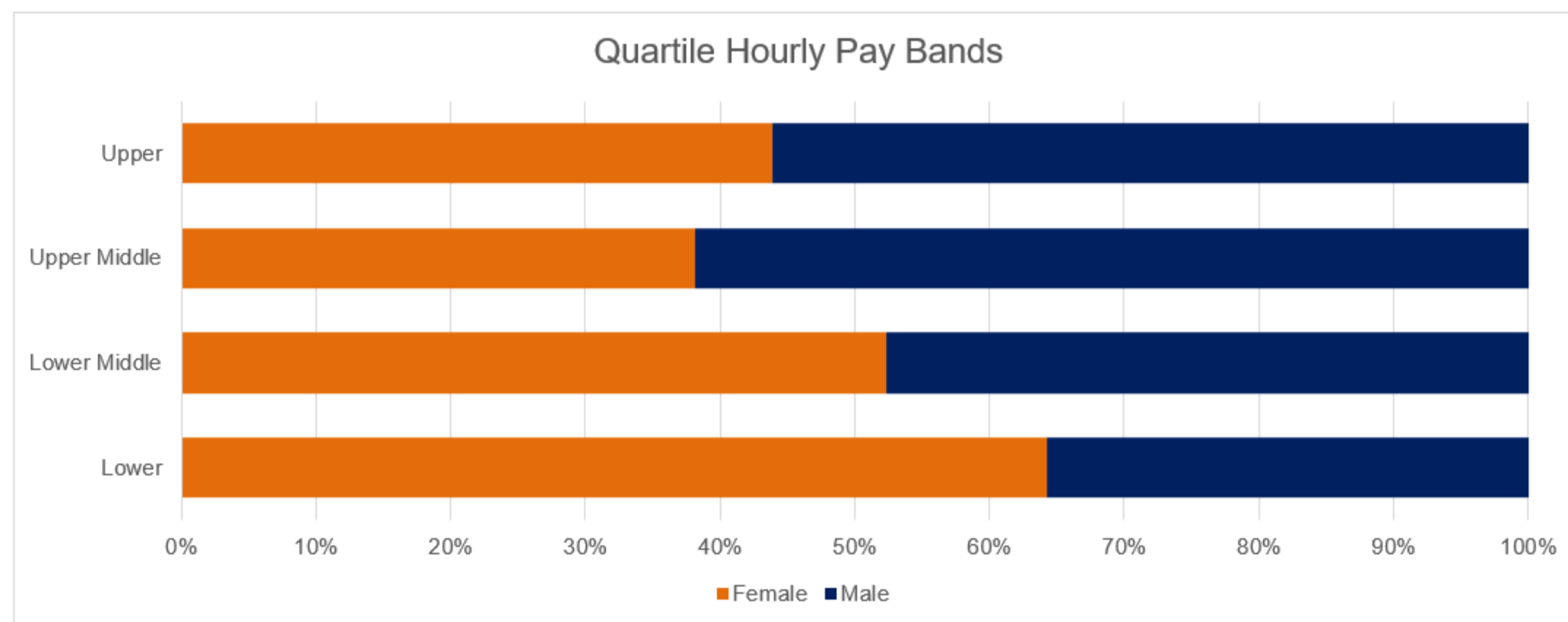
Data Tables

Table 1 – Gender Breakdown



Overall Population

Table 2 – Pay Remunerations Quartiles



Quartile	Female	Male
Upper	43.90%	56.10%
Upper Middle	38.10%	61.90%
Lower Middle	52.38%	47.62%
Lower	64.29%	35.71%

This chart shows the percentage of females and males within each of four pay quartiles, ranked from highest to lowest hourly pay. Each quartile represents 25% of Perrigo Pharma International's workforce, grouped by pay

Table 3 - The Pay Gap

Employee Groups	Mean Pay Gap	Median Pay Gap
All employees	1.02%	12.69%
Part-time employees	-	-
Temporary contract employees	18.44%	14.92%

The mean gender pay gap is the difference between the mean hourly pay of male employees and that of female employees expressed as a percentage of the mean hourly pay of male employees

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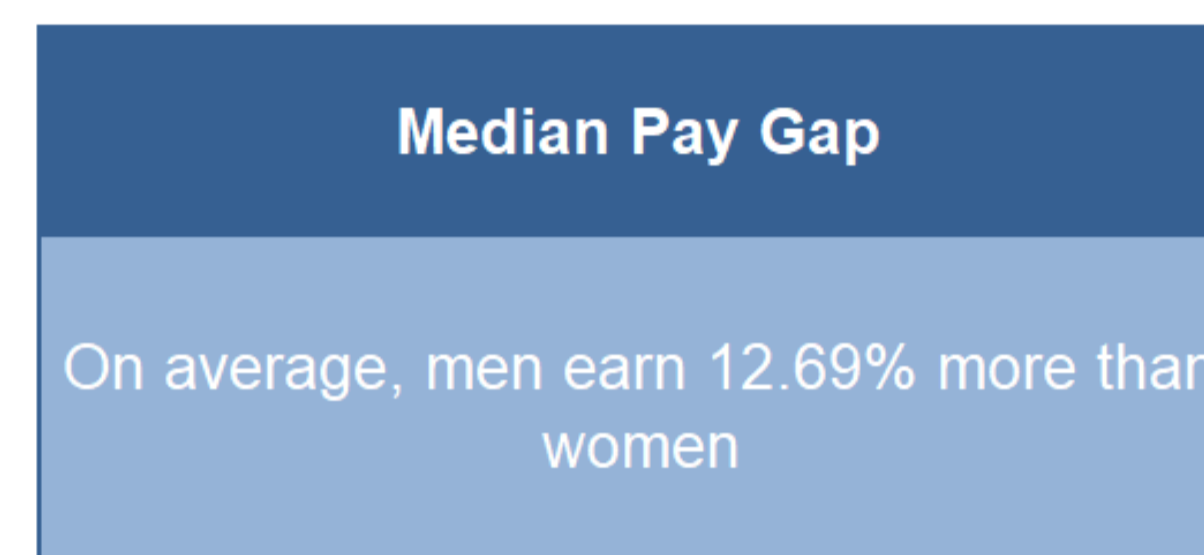
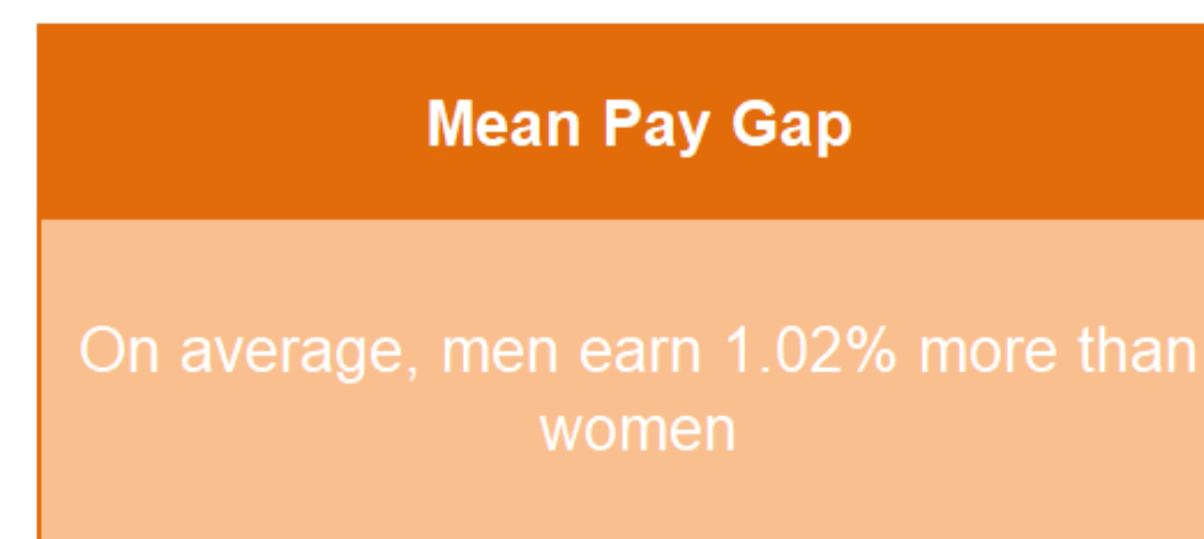


Table 4 - The Bonus Gap

Employee Group	Mean Pay Gap	Median Pay Gap
All employees	14.57%	11.76%

The mean and median gender bonus gap shows the difference between the bonus pay of relevant men and women.

The mean pay gap compares the average bonus pay between relevant men and women across the legal entity.

The median pay gap compares the earnings of the middle employee for one group (employees of the male gender) to the middle employee in another group (employees of the female gender)

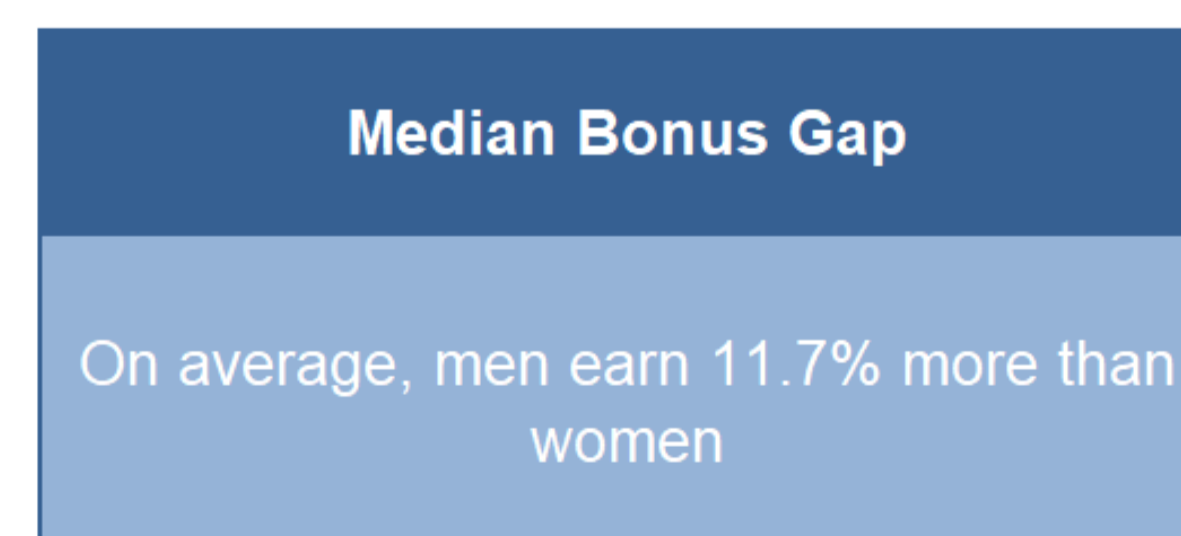
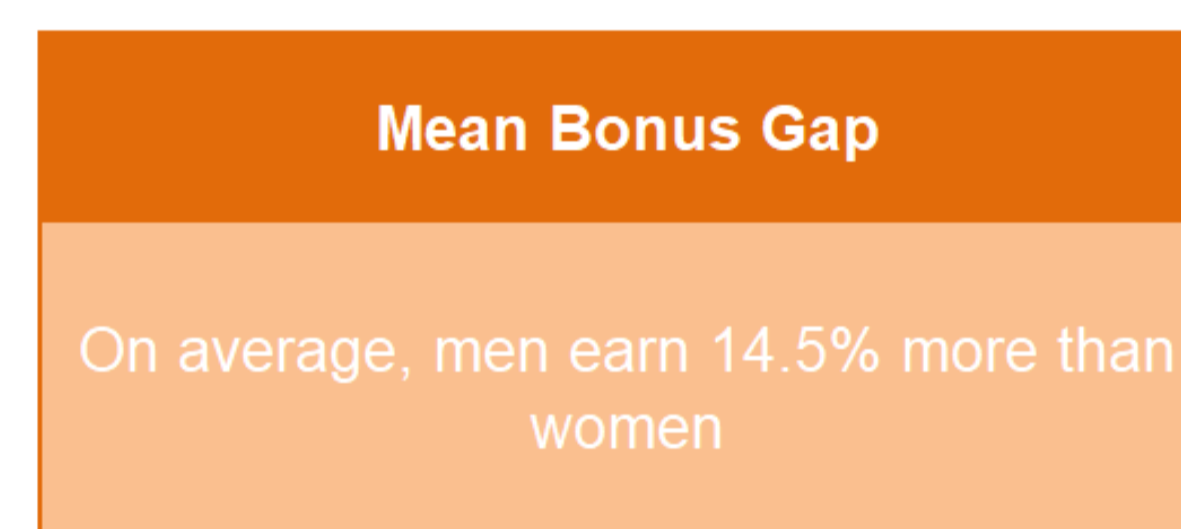
In Receipt of a Bonus



94%



86%



What are our Plans?

We are committed to continuing our focus on ethical business practices and maintaining a positive working environment.

Key areas for focus are as follows.

- **Recruitment** – Perrigo commits to hiring the most qualified person for the role by assessing all candidates against our core values and behaviours and strives to ensure an accessible recruitment process. Recruitment Imagery, Advertisements and Processes are all designed to be inclusive and encourage applications from all.
- **Performance & Promotions** - Our Core Behaviours provide a consistent framework for measuring performance and potential, reducing subjectivity in decision-making. Applying the same standards across levels will help increase transparency, help reduce gaps across grade levels, and foster internal movement.
- **EU Pay Transparency** – we are committed to implementing the EU Pay Transparency directive which will lead to increased pay transparency for Perrigo Pharma International colleagues and potential external candidates.
- **Total Rewards** – Perrigo has established a robust policy around fair pay and commits to maintaining this to ensure all colleagues are fairly compensated. It continues to review its employee benefits and leave policies to ensure that they accommodate all colleagues and can attract and retain female applicants to the business.



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