

Gender Pay Narrative

Martin Brower Ireland

June 2026 – Reporting November 2026



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Martin Brower Ireland: Gender Pay Narrative 2026

The Gender Pay Gap Information Act 2021 amends the Employment Equality Act 1998, introducing Section 20A, which obliges employers to publish information on employee remuneration by gender to identify differences and explain their causes, along with measures to reduce or eliminate them.

Employers with 50 or more employees must report their gender pay gap annually, based on a snapshot date in June, with reports due five months later in November; Our data and reporting is detailed within this report:

1. Foreword

Martin-Brower Ireland Ltd (hereafter referred to as Martin Brower) is more than a service provider; we are a strategic partner. We architect the future of supply chain through smart, sustainable solutions that fuel our customer's growth ambitions and positively impact the communities in which we live and work. We move the things that matter.

We are a company with innovation at the core, where ingenuity is continually encouraged, and imagination is carefully nurtured. In a time of rapid advancement, every team member has a pivotal contribution to make. At Martin Brower, we empower our people with the latest tools and technology and immerse them in a culture of infinite possibilities. In turn, they steer our thinking and guide our transformation as a company and as part of a wider industry.

Our diverse and talented team members have driven our reputation for excellence and have an unmatched opportunity to innovate the supply chain industry. Every team member is nurtured in a culture that empowers, rewards and supports the quest for individual growth; we believe that together, we are stronger.

We strive towards a more gender balanced organisation and we currently see our mean gender pay sitting at **-0.50%** in favour of females and our median gender pay sitting at **8.13%**, in favour of males.

Our wider business strategies and initiatives reflect our ongoing efforts to support equity, inclusion, and transparency in our people practices. We embed and build upon global initiatives and are collectively influential in taking strides towards making Martin Brower a fair, equitable and balanced workplace.

To encourage greater female representation and better support all our colleagues and their families, we reviewed and enhanced our family policies in September 2026, further reinforcing our commitment to supporting colleagues through some of life's most important milestones. The improved maternity and paternity leave and pay package has been designed to provide greater financial support and flexibility for colleagues helping balance their family and career commitments with confidence. To support colleagues further with family commitments we ensure that our Human Resource (HR) policies encourage and support flexible working at Martin Brower.

Martin Brower values a diverse and inclusive environment where everyone is treated fairly and inspired to achieve their potential. Our UK & Ireland Equity and Inclusion strategy considers how we operate in accordance with the global Equity and Inclusion ambitions. It sets out where we start from in terms of our workforce and our current legal duties and articulates our strategic vision, commitments and objectives. We aim to harness the power of inclusion to our strategic advantage, and our global

Equity and Inclusion programme has been influential in making strides towards making Martin Brower a truly inclusive organisation through our culture and workplace environment.

Our HR team actively supports our inclusion message by positively influencing and challenging line managers to ensure they recognise how their individual behaviours and actions impact our overall ability to create an open, fair, and inclusive workplace culture. To support managers further in 2026 we launched our mandatory Leadership Essentials course which provides training to managers on communication, equity, inclusion and unconscious bias to support fair and consistent people practices and create a more inclusive workplace culture.

2. Gender Pay Gap Reporting

The most recent national gender pay gap figures for Ireland in November 2025 were reported to be:

Mean Gender Pay Gap: 3.5% in favour of male employees

Median Gender Pay Gap: 1.7%, indicating a slight advantage for women.

(Central Statistics Office Ireland).

Since the last published figure, gender pay gap reporting (Ireland) has undergone further significant changes, and from 2026, all Irish employers with 50 or more employees must submit their gender pay gap reports via the central government portal, making reporting public and mandatory.

Gender Pay Gap Reporting requires applicable organisations to publicly report their gender pay gap metrics for full-time and part-time employees and explain the factors contributing to those outcomes, supporting transparency and informed action. The reporting requirements are set out below:

Mean Gender Pay Gap	Median Gender Pay Gap	Gender Pay Distribution
Mean Gender Bonus Gap	Midian Gender Bonus Gap	Bonus Participation Male/Female
	Benefits In Kind Gap	

3. Pay Gap

Using payroll data from the 30th June 2026, Martin Brower's gender pay gap stood at:

Mean Gender Pay Gap: -0.50% in favour of females

Median Gender Pay Gap: 8.13% in favour of males

Our mean gender pay gap is negative for the first time, but it is worth noting that the mean (or average) can be susceptible to the influence of outliers, and therefore it is important to consider the median (the middle point of the data set) for a fair representation of the data.

Mean Hourly Pay Differences		Median Hourly Pay Differences	
Male Hourly Rate	€24.06	Male Hourly Rate	€23.98
Female Hourly Rate	€24.18	Female Hourly Rate	€22.03
Pay Gap	-0.50%	Pay Gap	8.13%

Our gender pay gap appears to be influenced by a number of factors, including the demographic composition of our workforce, which consists of 89.31% males and 10.69% females, together with the distribution of employees across roles and pay quartiles. The higher percentage of males in our workforce is also visible in each pay quartile as detailed below and in further on in section 5 of this report.

Pay Quartiles

Quartile	% Males in Quartile	% Females in Quartile	Total %
1	22.90%	2.29%	25.19%
2	24.43%	0.76%	25.19%
3	21.37%	3.82%	25.19%
4	20.61%	3.82%	24.43%
	89.31%	10.69%	100%

It is important to reiterate Martin Brower's commitment to ensuring employees performing equivalent roles are compensated fairly and in accordance with applicable equal pay legislation.

Whilst females represent a small proportion of Martin Brower's workforce, we are pleased that 20% of our female workforce are part of the senior management team for Ireland compared to 10.26% of our male population in the senior management team (Ireland).

We recognise the importance of gender pay reporting in supporting transparency and workforce analysis. The increase in transparency will provide us with insights into other organisations and their approach to closing the gender pay gap.

4. Pay Gap Part-Time Employees

9.16% of our workforce are part-time, 33.33% of those part-time workers are female and 67% are male.

Across Ireland 20.8% of the workforce are part-time, 67.1% of those part-time workers are female and 32.9% are male.

Martin Brower's part-time pay gap is as follows:

Mean Hourly Pay Differences PT		Median Hourly Pay Differences PT	
Male Hourly Rate	€21.21	Male Hourly Rate	€21.10
Female Hourly Rate	€22.65	Female Hourly Rate	€19.13
Pay Gap	-6.79%	Pay Gap	9.34%

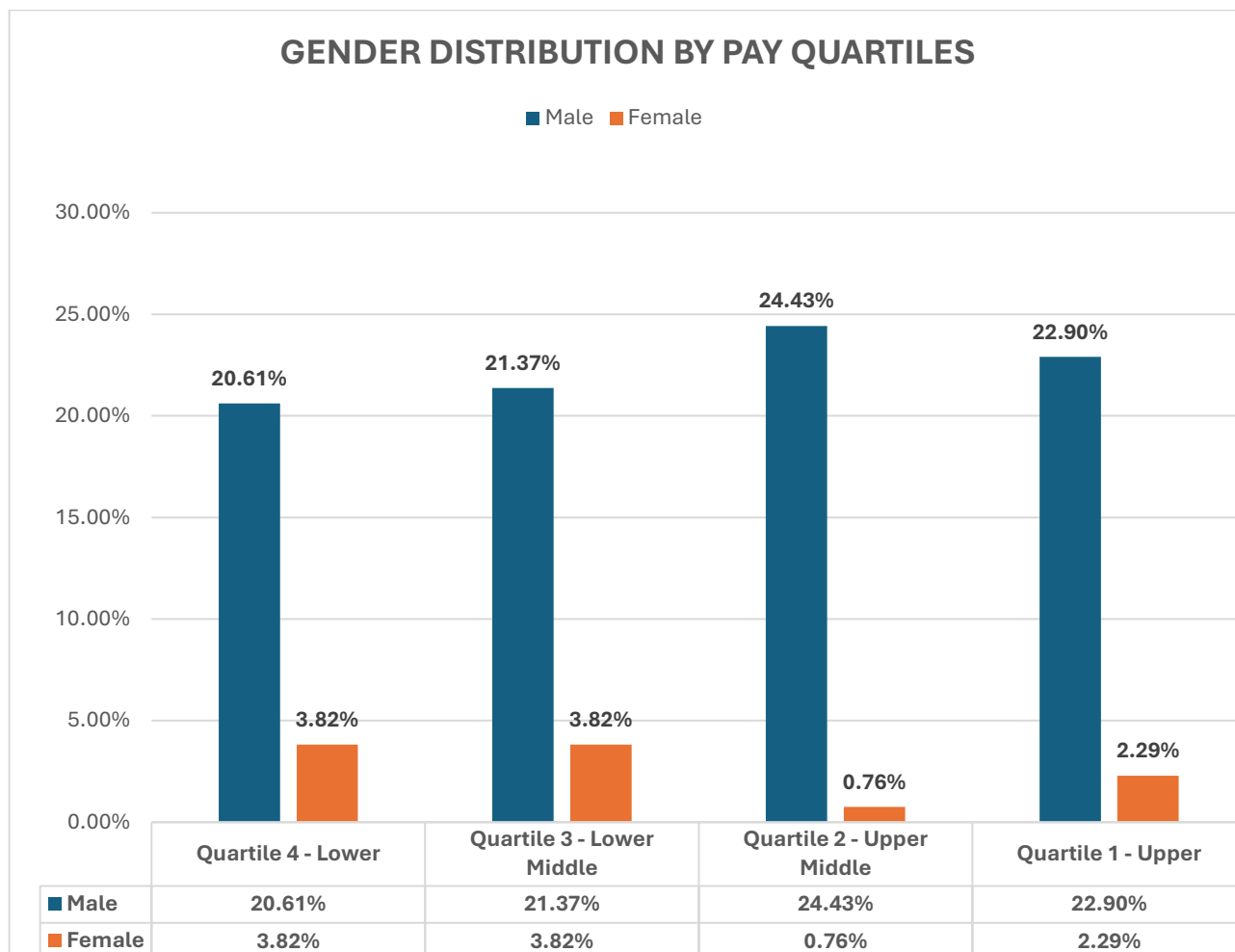
- **Mean part-time pay gap 6.79%** - In favor of females, meaning average hourly pay for female part-time employees is higher than male part-time employees.
- **Median part-time pay gap 9.34%** - In favor males, meaning the employee at the midpoint of the male part-time pay distribution earns more than the employee at the midpoint of the female part-time pay distribution.

This position suggests that while women in some higher-paid part-time roles positively influence the average pay outcome, the overall distribution of part-time employees across roles results in a higher median hourly rate for men.

5. Gender Pay Balance Across the Pay Quartiles

When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that female employees are under-represented across all pay quartiles.

Across Ireland, the transport and logistics industry continues to have low female representation.



6. Bonus Gap

Martin Brower's bonus gap is sitting at:

Mean Bonus Gap 69.89% - In favour of female employees

Median Bonus Gap: 4.12% - In favour of female employees

The Company offers discretionary annual performance-related bonus arrangements. Awards are determined under one of two bonus plans, with consideration given to both business and individual performance.

Our bonus pay gap may be influenced by a number of factors, including differences in bonus plan design, workforce composition, role distribution, and bonus opportunities available across employee groups. The non-unionised bonus scheme provides a greater opportunity for higher bonus earnings.

Most of our workforce sit within the unionised arrangements which cover volume roles such as Customer Service Drivers and Warehouse Operatives, which are predominantly occupied by males. We recognise that there are structural differences in bonus earning potential within each group which is common across our industry.

In addition to the bonus structures, there are also different pay award arrangements for the two groups; the unionised award has agreed rates for each position within the union agreement whilst the non-unionised award is part of our global pay structure where every role sits within a job family with an associated salary range which is benchmarked externally.

Gender	Number Receiving Bonus	% Bonus Distribution	Mean Bonus Pay Difference	Median Bonus Pay Difference
Male	106	90.60%	€874.81	€675.00
Female	13	92.86%	€1,486.22	€702.78
Bonus Gap			-69.89%	-4.12%

7. Bonus Participation

As an equal opportunity employer, all our 131 employees participate in one of our two bonus schemes irrespective of their position, age, gender, or ethnicity. Payment is subject to meeting the relevant individual and company performance criteria.

117 males were eligible for bonus and 106 were paid bonus (90.60%), the remaining did not meet the bonus payment criteria.

14 females were eligible for bonus and 13 were paid bonus (92.86%), the remaining did not meet the bonus payment criteria.



8. Benefits In Kind Gap

Gender	Number in Data Set	Number Receiving Benefits in kind	% Receiving Benefits in kind
Male	117	2	1.71%
Female	14	1	7.14%%

The team members receiving benefits in kind is in relation to the position (role) they hold within the organisation and the specific terms and conditions connected to that role. If there were multiple team members in the same role, regardless of gender, they would also receive the same benefits in kind connected to that position (role).

9. People Strategy

An important component of our people Strategy is to attract, develop, and retain high-caliber individuals, leveraging their diverse skills, experiences, and talents to deliver a world-class service to our customers. We recognise that we operate within a traditionally male-dominated industry, where women are currently underrepresented in many operational and technical roles, and are more highly represented within corporate functions. We remain committed to creating an inclusive workplace that provides equal opportunities for all employees to develop and progress their careers.

We are committed to increasing transparency across our people processes and have invested in technology to support consistent and effective pay decisions for our non-unionised population. We utilise a dedicated compensation module within our global HR system, which provides salary increase recommendations informed by defined business criteria, including individual performance and an employee's position within the applicable pay band or pay range for the role. Pay ranges are regularly benchmarked against the external market to ensure they remain competitive and aligned with industry standards. This approach has enhanced the transparency, consistency and robustness of our annual review process.

Our pay processes and systems are intended to support compliance with applicable Irish pay transparency requirements and reinforce our commitment to fair and consistent pay practices. The investments we have made in transparent pay structures, market-aligned pay ranges, and structured and consistently applied salary review processes support our commitment to fair, equitable, and consistent pay practices across the organisation.

9.1 Equity and Inclusion

We have an ongoing commitment to align policies with the global Equity and Inclusion ambition and ensure these reflect that we are a fair and equitable employer, welcoming individuals from different backgrounds.

We are committed to fostering a culture of equity, inclusion, and belonging, where all employees are treated fairly and have equal opportunities to succeed. Through transparent practices, structured reward processes, and ongoing investment in our systems and capabilities, we aim to create an environment in which every individual can thrive and contribute to our collective success.

Reinforcing our commitment to an inclusive workplace we work in partnership with our Employee Assistance Programme (EAP) provider to ensure that our employees are supported through a range

of confidential wellbeing services, helping them to manage personal and professional challenges and promoting a healthy, inclusive workplace.

Our enhanced family-friendly policies, flexible working practices, and menopause support programmes demonstrate our commitment to creating an inclusive workplace. These initiatives help employees manage their work and personal commitments and support their health, wellbeing, and career development.

In addition to our formal policies, this year we launched our Leadership Essentials programme to ensure that managers are equipped with the skills and knowledge needed to effectively support their teams. The programme covers a range of topics, including effective communication, coaching and mentoring, and inclusive leadership, helping managers to foster an engaging, supportive, and inclusive working environment for all employees.

9.2 Communication

Communication is important to us, and we continue to connect our senior leaders with the heart of our business through regular visits to each of our six sites (Road to World Class). These visits provide an opportunity to share key business updates, discuss organisational priorities, and enable employees to put forward their questions, ideas, and feedback. This open dialogue helps to strengthen engagement, promote transparency, and ensure that employees feel informed, listened to, and involved in our future success.

In addition, to further strengthen employee communication and engagement, we have appointed a new Digital and Change Director to the Senior Leadership Team. This role provides dedicated leadership and an enhanced strategic focus on internal communications, helping to ensure that employees remain informed, connected, and engaged with our business strategy, priorities, and achievements.

This year, we launched a new communications app, MB Connections, available to all employees, providing easier access to company news, updates, and important information. The app has strengthened our ability to connect with employees across the organisation, supporting greater engagement, enhancing communication, and ensuring that everyone feels informed and connected to the business.

We launched the second year of our Moving Communities Forward programme, which encourages volunteering and enables our team members to become actively involved in supporting initiatives within their local communities. providing employees with opportunities to contribute their time, skills, and expertise to causes that make a meaningful difference. A key element of the programme is our charity partner of choice Ronald McDonald House Charities,

9.3 Recruitment

We have continued our efforts to build a more diverse workforce and attract talent from a broad range of backgrounds. Our recruitment platform, iCIMS, has helped us reach a wider pool of candidates and provides valuable recruitment analytics to support data-driven hiring decisions. We have also continued to focus on hiring manager training to promote a fair, consistent and inclusive approach to recruitment. This training helps managers recognise and reduce potential bias during the hiring process and is further reinforced through our Leadership Essentials programme, which includes inclusive leadership as a core component.

9.4 Development

Colleague development is a key focus at Martin Brower, and we are committed to making the most effective use of the talent, skills and capabilities of our team members. All new team members across our network are invited to a quarterly induction which gives them the opportunity to network with other new team members and, at the earliest stage of their career with us, the opportunity to gain understanding of how our business works and the numerous and varied career opportunities available.

A number of the Ireland Leadership Team are members of our UK & Ireland Leadership Community, comprising the top 40 business leaders. We acknowledge how important it is to invest in the development of this group because their knowledge cascades throughout the organisation and drives forward progress. The Leadership Community gives individuals exposure to our Senior Leadership Team and the opportunity to get involved in the wider business strategy, stepping out of functional roles.

We encourage and invest in additional training and development over and above the normal tasks associated with team members job roles. In 2026, 6 employees have been TIG welding trained, we have employees undergoing IOSH Health and Safety training, additional food safety and quality training - including a visit to one of our suppliers - and effective communication and representative training for our Employee Forum representatives.

We actively encourage our team members to consider different role experiences as they progress their careers at Martin Brower, and partner with various external bodies to help them gain industry insights and share best practices.

10. Closing Remarks

We acknowledge and understand the reasons behind the gender pay gap at Martin Brower. We have concentrated on laying a strong foundation to support sustainable growth, and we intend to continue exploring and implementing initiatives, where appropriate, that support our inclusion and workforce objectives, guided by a strong vision for equity and inclusion.

We consistently seek to evolve our HR policies and practices to cultivate an environment that promotes the growth and advancement of every employee.

Guided by our CARES values (Change, Act as One, Relationships, Equity & Inclusion, Safety & Wellness) we will continue to work in partnership with all our colleagues, regardless of their ethnicity, gender, age, disability, religion, or sexual orientation, or any other characteristic. We are committed to fostering an inclusive environment where everyone feels valued, respected, and empowered to succeed and has the opportunity to reach their full potential.

11. About this report

Disclaimer:

This report has been prepared in accordance with the Gender Pay Gap Information Act 2021 and the Gender Pay Gap Information Regulations 2022, based on data as of 30th June 2026. The gender pay gap is a measure of the difference between the average pay of men and women across the organisation and does not indicate unequal pay for equal work. Martin-Brower Ireland Ltd is committed to providing pay practices that comply with applicable equal pay legislation and regularly

reviews its compensation processes to support this objective. The information contained in this report is provided for the purposes of statutory gender pay gap reporting and workforce transparency. The reported figures should not be interpreted as evidence of unequal pay between men and women performing equal or comparable work, as gender pay gap reporting measures average pay outcomes across the workforce rather than differences in pay for the same role. Any forward-looking statements in this report are intended to outline our current priorities and ambitions and do not constitute contractual commitments. All data has been aggregated and anonymised in accordance with applicable data protection legislation.