SIMOTECH
a Project Farma Company

GENDER PAY GAP REPORT 2026

IRELAND

SNAPSHOT DATE

30 June 2026

REPORTING PERIOD

1 July 2025 - 30 June 2026



Engineering opportunity. Transparent reporting. Sustainable progress.

Introduction

Our commitment

SimoTech partners with global life sciences companies to design, build, operate and optimise manufacturing automation and IT systems. Our people and specialist expertise are central to the value we deliver for customers.

Gender Pay Gap reporting provides an evidence-based view of how women and men are represented across the organisation. It helps identify structural patterns in recruitment, progression and seniority.

Reporting scope

EMPLOYEES

139

SNAPSHOT DATE

30 Jun 2026

RELEVANT PAY PERIOD

1 Jul 2025 - 30 Jun 2026

Workforce composition



The gender pay gap is not the same as equal pay. Equal pay compares people performing equal work. The gender pay gap compares average earnings across the whole organisation.

Understanding the Gender Pay Gap

Gender Pay Gap reporting measures the difference in average hourly pay between men and women across an organisation. At SimoTech, due to the nature of our business and the related educational pipeline not feeding a balanced intake, we have a higher proportion of men in our workforce, which contributes to the gap in overall earnings. We maintain an environment free from discrimination and inequity, and we regularly monitor salaries, policies, and procedures to ensure parity is upheld. It is important to note that SimoTech provides equal pay for equal work.

What the measure shows

The percentage difference between hourly remuneration of male and female employees across the organisation. A positive result means male average earnings are higher.

Mean and Median

The Mean is the arithmetic average. The Median is the midpoint when hourly pay is ordered from lowest to highest. Both measures provide a fuller view.

What is reported

Hourly pay, bonus pay, bonus participation, benefits in kind, part-time and temporary employees, and representation across four pay quartiles.

Statutory context

Irish employers with 50 or more employees must report prescribed gender pay gap metrics, explain the reasons for gaps and describe measures taken or proposed to reduce them.

Our 2026 Results

MEAN HOURLY PAY GAP	MEDIAN HOURLY PAY GAP	MEAN BONUS PAY GAP	MEDIAN BONUS PAY GAP
21%	11%	29%	9%

Participation rates

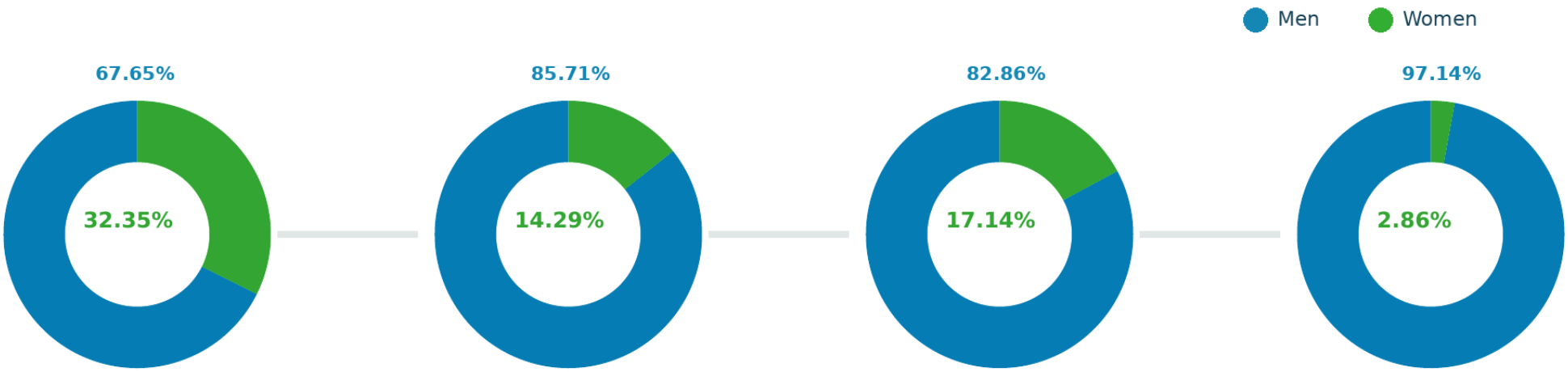
Female employees receiving a bonus	30%
Male employees receiving a bonus	18%
Female employees receiving BIK	100%
Male employees receiving BIK	100%

Contract type measures

TEMPORARY MEAN	TEMPORARY MEDIAN	PART-TIME MEAN	PART-TIME MEDIAN
48%	48%	32%	32%

Pay Quartiles

Employees are ranked by hourly pay and divided into four near-equal groups. The sequence moves from the lower to the upper pay quartile.



Lower Pay Quartile

Male 67.65% | Female 32.35%

Lower Middle Pay Quartile

Male 85.71% | Female 14.29%

Upper Middle Pay Quartile

Male 82.86% | Female 17.14%

Upper Pay Quartile

Male 97.14% | Female 2.86%

Female representation declines from 32.35% in the lower quartile to 2.86% in the upper quartile. This distribution is the clearest structural driver of the hourly pay gap.

Understanding the Results

Representation across levels

Women represent 16.55% of the workforce overall and 2.86% of the upper pay quartile. The concentration of male employees in higher-paid roles increases the organisation-wide gaps.

Nature of our business

Manufacturing Automation, IT systems engineering and Project Management are predominantly male-oriented roles. The largest skillset in SimoTech is Engineering, with these roles dominated by men.

Bonus outcomes

A higher proportion of female employees received a bonus, 30% compared with 18% of male employees. The average bonus value for male employees was higher, which is an effect of the pay gap already described.

Benefits in kind

Participation was equal, with 100% of both female and male employees receiving BIK during the reporting period.

These figures describe workforce structure and do not, by themselves, indicate unequal pay for equal work.

Closing the Gap

1 Broaden the Talent Pipeline

We will strengthen university and early-careers partnerships, while tracking gender representation throughout recruitment. We will also partner with relevant organisations to increase SimoTech visibility and talent engagement. To support longer-term change, we will encourage students in secondary education to pursue STEM subjects.

2 Improve Representation Across Quartiles

We will focus on improving gender representation across each pay quartile. Building a more balanced workforce will support sustainable, long-term improvements in the gender pay gap across the business.

3 Deepen Diversity and Inclusion

We will monitor gender representation across all organisational levels and promote a respectful, inclusive working environment. Our hybrid model will continue to be supported by clear, transparent policies. We will remain informed on diversity, equality and inclusion best practice and review relevant industry workforce data.

Our objective is sustained improvement in representation and access to opportunity, supported by clear ownership, reliable data and transparent people processes.

Definitions & Declaration

Mean pay gap

Difference between average male and female hourly remuneration, expressed as a percentage of male average hourly remuneration.

Median pay gap

Difference between male and female midpoint hourly remuneration values, expressed as a percentage of the male Median.

Bonus gap

Difference between Mean and Median bonus remuneration received by male and female employees.

Pay quartiles

Four near-equal groups created by ranking hourly remuneration from lowest to highest.

Temporary and part-time gaps

Mean and Median hourly remuneration gaps for employees in the relevant category.

Benefit in kind

The proportion of male and female employees receiving applicable non-cash benefits.

Declaration

We confirm that this report has been prepared using the supplied data for the snapshot date of 30 June 2026 and the relevant pay period from 1 July 2025 to 30 June 2026.