

Eirgen Pharma

Gender Pay Gap Report 2025

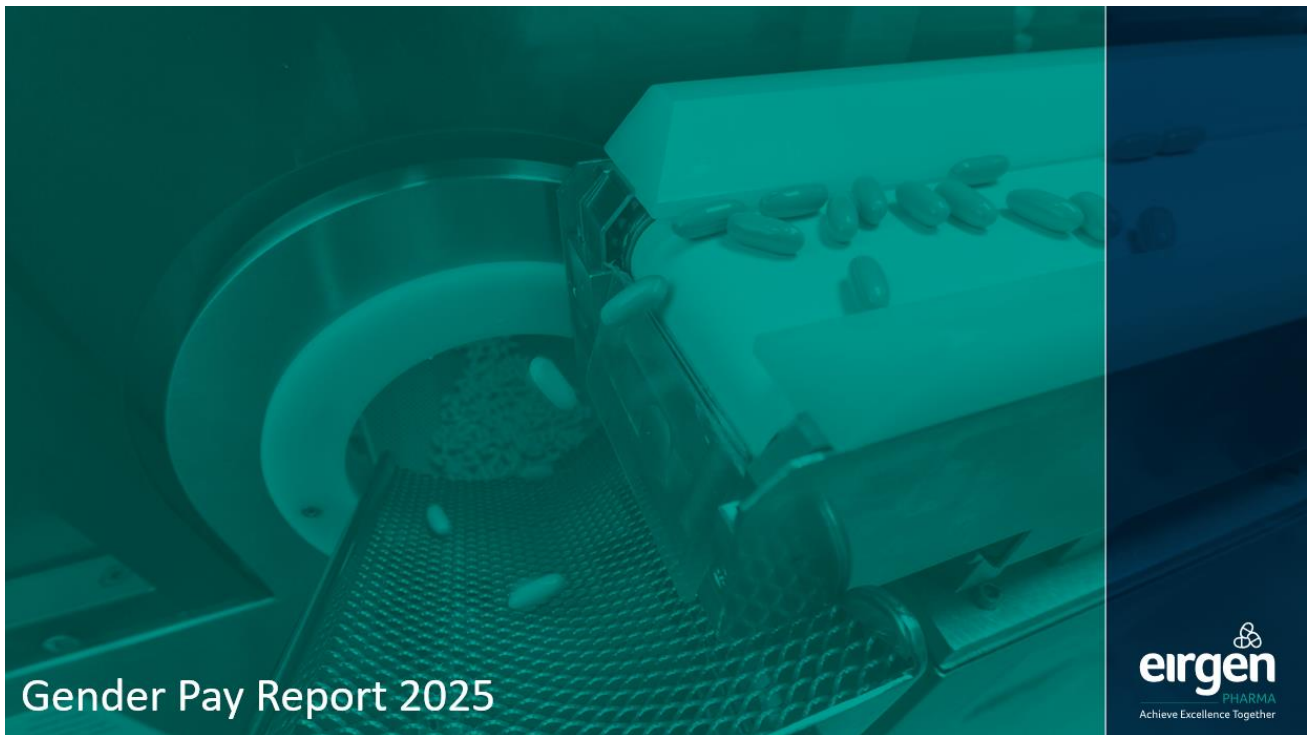
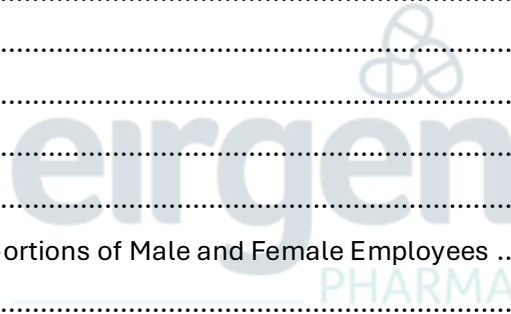


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Eirgen Pharma Gender Pay Gap Report 2025

Eirgen Pharma:

Eirgen Pharma is a research driven company that specializes in the development, manufacture and supply of a broad range of High Potency Oral Solid Dose (OSD) Human & Veterinary specialty products. In 2015 Eirgen Pharma was acquired by the OPKO Health family of companies. At our site in Waterford, we have over 160 Employees.



Eirgen Pharma is a diverse and inclusive workplace where all employees are treated with dignity and respect at work. We are proud to have achieved our Bronze Accreditation from the Irish Centre for Diversity.

The Gender Pay Gap Report:

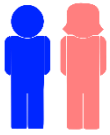
The Gender Pay Gap Report shows the difference in the average hourly rate of pay between men and women, expressed as a percentage of the average male earnings. It does not indicate discrimination or bias but reports a gender representation gap and captures whether all genders are equally represented and rewarded. This is Eirgen Pharma's first Gender Pay Gap Report.



Eirgen Pharma Pay Gap Figures:

The results below set out the gender pay gap figures for Eirgen Pharma with a snapshot date of 30th June 2025 and a reference period of 1st July 2024 and 30th June 2025. Eirgen's Gender Pay Gap has decreased from 15.3% in 2024 to 10.3% in 2025. This has resulted from our commitment to the growth and development of our female talent with 56% of promotions in the reporting period being female. Of note, in total 52% of our leadership teams are female.

Headcount:



165



77 (47%)



88 (53%)

Eirgen Pharma's Mean/Median gender pay gap is due to a lower representation of females at a senior level in the organisation. This is indicative of the challenges experienced by other organisations in our industry sector regarding female representation in STEM sectors. However, we have achieved a 5% reduction in the gender pay gap since 2024 due to a number of females been promoted to middle and senior management roles.

Gender Pay Gap

10.3%
Mean

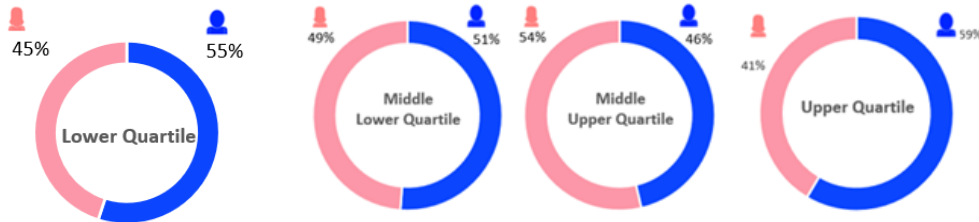
0.01%
Median

Gender Bonus Gap

51.2%
Mean

-1.8%
Median

Salary Quartiles:



Part Time Employees

45%

Mean Hourly
Pay Gap

40.5%

Median Hourly
Pay Gap

The high Part Time Mean & Median pay gap is due to Eirgen Pharma having 10 Part Time Employees in total: 8 Female and 2 male. Both Part Time males are in the Upper Salary Quartile

Temporary Employees

- 39.3%

Mean Hourly Pay Gap

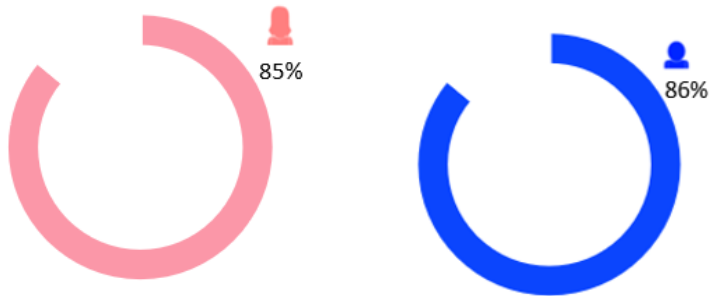
- 4.6%

Median Hourly Pay Gap

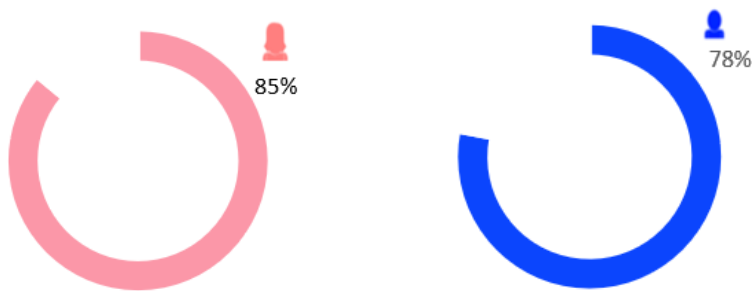
The minus Temporary Mean & Median pay gap is due to Eirgen Pharma having 6 Temporary Employees in total: 3 Female and 3 Male. One Temporary Female is in the Upper Salary Quartile with the 3 Males being in Lower Salary Quartile due to occupying Graduate/Entry level roles.

Bonus and Benefit-in-Kind – Proportions of Male and Female Employees

Percentage of Employees received Bonus by Gender



Percentage of Employees received BIK by Gender



Eirgen Pharma already has many policies and initiatives, some of which are outlined below, that contribute to reducing our Gender Pay Gap. We are committed to continuing our strong momentum in these areas.



Diversity and Inclusion Strategy:

Our Diversity and Inclusion Strategy continues to support attracting, developing and retaining Women.

Community Engagement:

We will continue to partner with colleges, Universities and other educational partners to promote STEM Careers to women. In 2025 we launched our Steppingstones Scholarship Programme where a number of third level students receive support from Eirgen for their personal and educational development. In 2025 50% of the recipients were female.

Inclusive Work Practices

Continuing to actively promote our Policies e.g Ways of Working Policy, Family Leave Policy, Right to Request Flexible Working (Parents & Carers) Policy etc. which provide support and flexibility to Employees so that they can achieve a healthy Work/Life Balance. We will work on our Job architectures and pay structures to ensure compliance with the EU Pay Transparency directive.

Growth:

We are committed to providing development opportunities to all employees to enable growth and facilitate internal promotion. Of all our internal promotions in the reporting period, 56% were female. We are engaging with the IMI/30% club and have enrolled female talent on a mentoring program. Two females from our extended leadership team participated in the Waterford Chamber Regional Leaders Programme.

