

Gender Pay Gap Reporting Statement 2022 (UK)

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017.

As an employer with a workforce of more than 250 in the UK on the 5th April 2022, we must comply with new statutory provisions regarding gender pay reporting. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website and will do this within one calendar year of 5th April 2022 using our HR and payroll data.

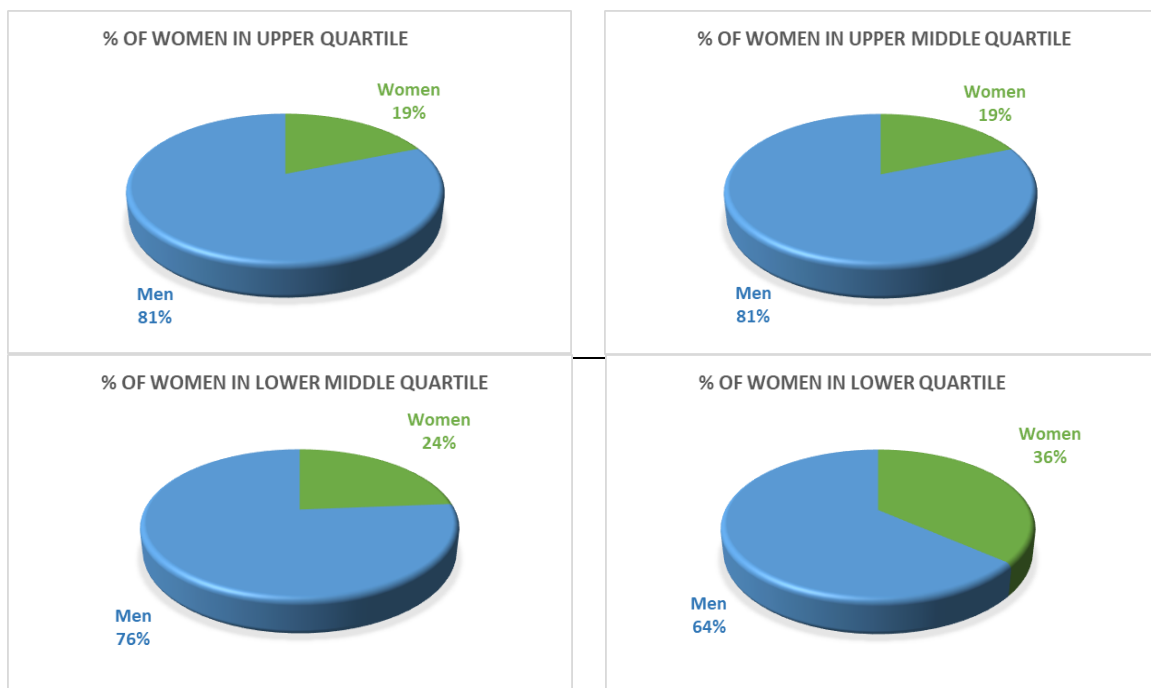
Results

Difference in Mean pay of men and women	13.47%
Difference in Median pay of men and women	9.27%
Mean Bonus Gender Pay Gap	0%
Median Bonus Gender Pay Gap	0%

Proportions of males and females receiving a bonus payment:

- Male 100%
- Female 100%

Quartiles



The above results are based on 573 employees – 433 men (76%) and 140 (24%) women.

Gender Pay Gap Reporting Statement 2023 (Ireland)

In July 2021 the Irish Government signed into law the Employment Equality Act 1998 (Gender Pay Gap Information) Regulations 2022, that require all organizations with at least 250 Ireland-based employees to analyse and publish their Gender Pay Gap on an annual basis beginning in 2022. Sterling Pharma Ringaskiddy Ltd. has over 250 employees, and as such is subject to these requirements.

All analysis is based on a 'snapshot' date of our pay on 30th June 2023. Results must be published within 6 months of this date (30th December 2023) on our company website, and in future years organisations will also be required to report their results on a new government portal which is currently under development. All Pay and Bonuses looked at for this analysis cover the full year leading up to the snapshot date (1st July 2022 – 30th June 2023).

It is important to understand the distinction between the gender pay gap and equal pay. The gender pay gap is a measure of the difference between the average hourly and bonus earnings of all males and females in the business. It should not be confused with equal pay, which refers to legislation already in place in Ireland which requires organisations to pay

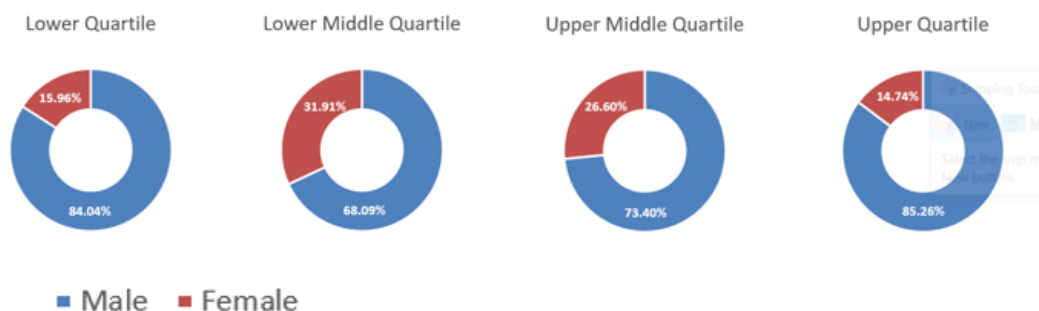
Results

Difference in Mean pay of men and women	3.42%
Difference in Median pay of men and women	4.52%
Mean Bonus Gender Pay Gap	7.52%
Median Bonus Gender Pay Gap	0%

Proportions of males and females receiving a bonus payment:

- Male 100%
- Female 100%

Quartiles



The above results are based on 377 employees – 293 men (78%) and 84 (22%) women.