

Monaghan Mushrooms Ireland Unlimited Company

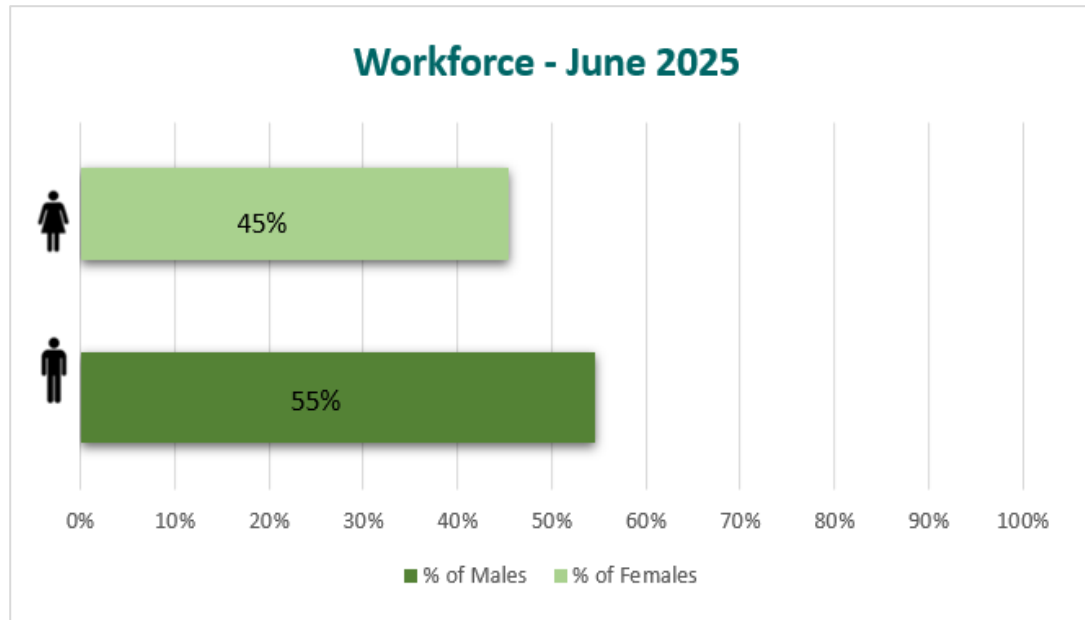
Monaghan Mushrooms is a subsidiary of the Monaghan Group. We are a vertically integrated agribusiness involved in all aspects of the supply chain from substrate production to growing, harvesting, packing and distribution.

The Monaghan Group is an equal opportunity employer dedicated to utilising our most valuable asset – our people. The Group is committed to acting ethically, with integrity and transparency in all business dealings. We therefore welcome the opportunity to report our gender pay gap data in accordance with The Gender Pay Gap Information Act 2021.

We are committed to providing equal opportunities to all current and future staff. At Monaghan we want all our employees to feel fairly treated and respected so they can contribute and grow within our business.

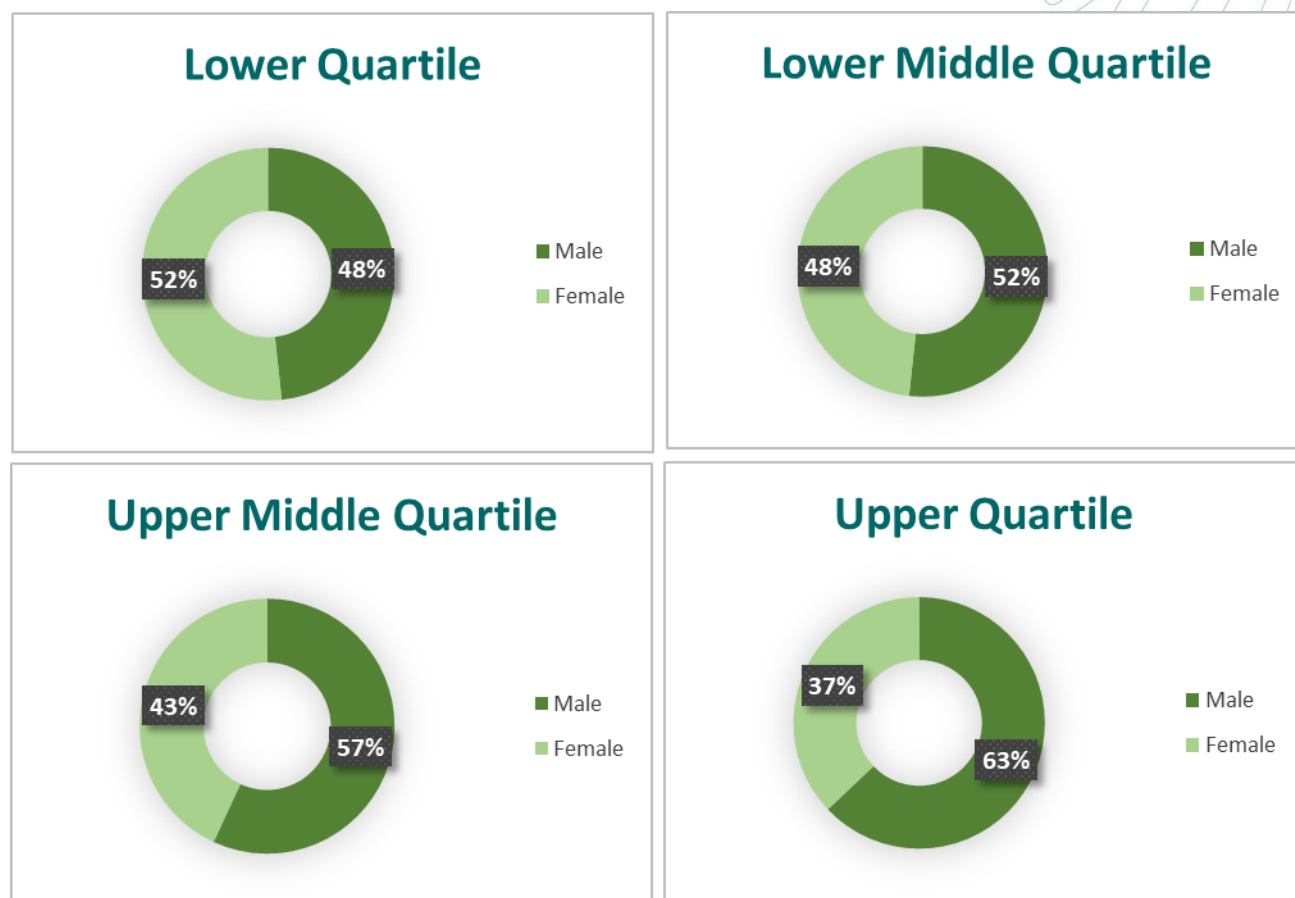
We believe our overall results compare favourably to our sector, but we acknowledge there is always more to do, that's why we are fully committed to reviewing, refining and improving our approach. We continue to put in place a range of initiatives in areas such as recruitment, development, coaching, diversity and inclusion, to improve our position over the coming 12 months.

This Gender Pay Gap report is based on data as at 27 June 2025. As at this date we employed 472 employees in Monaghan Mushrooms Ireland Unlimited Company.



Pay Quartiles and Gender Pay Gap

The proportion of Males/Females in each quartile Pay Band is as follows:



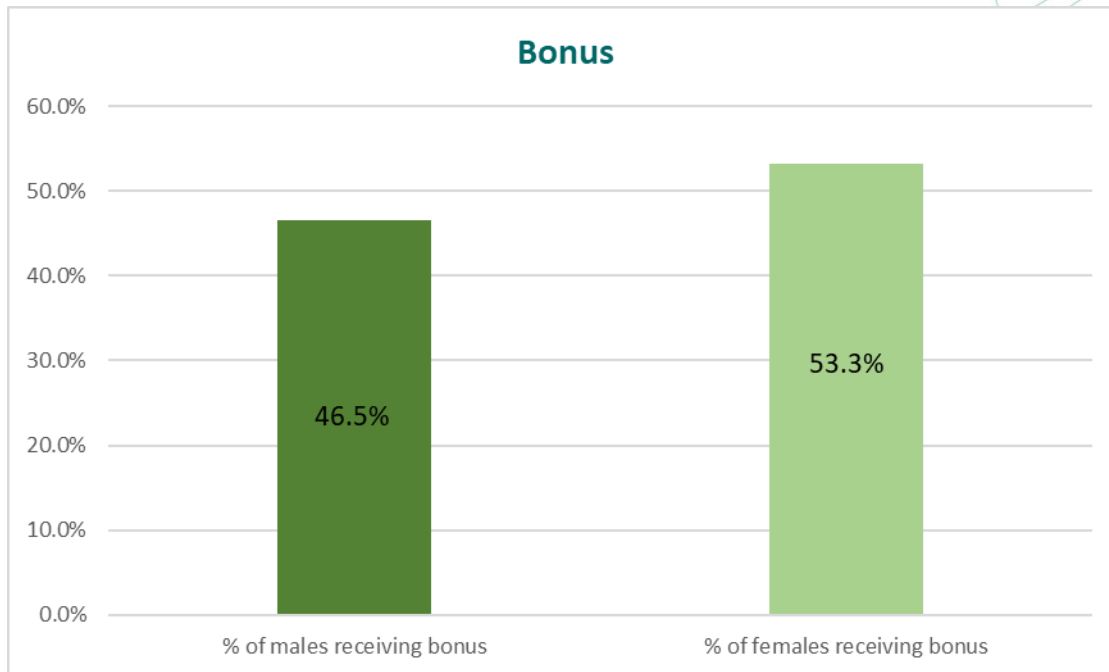
Our Gender Pay Gap is:

Mean	Median
11.7%	2.1%

Our Gender Pay Gap for part time employees is:

Mean	Median
295.6%	77.9%

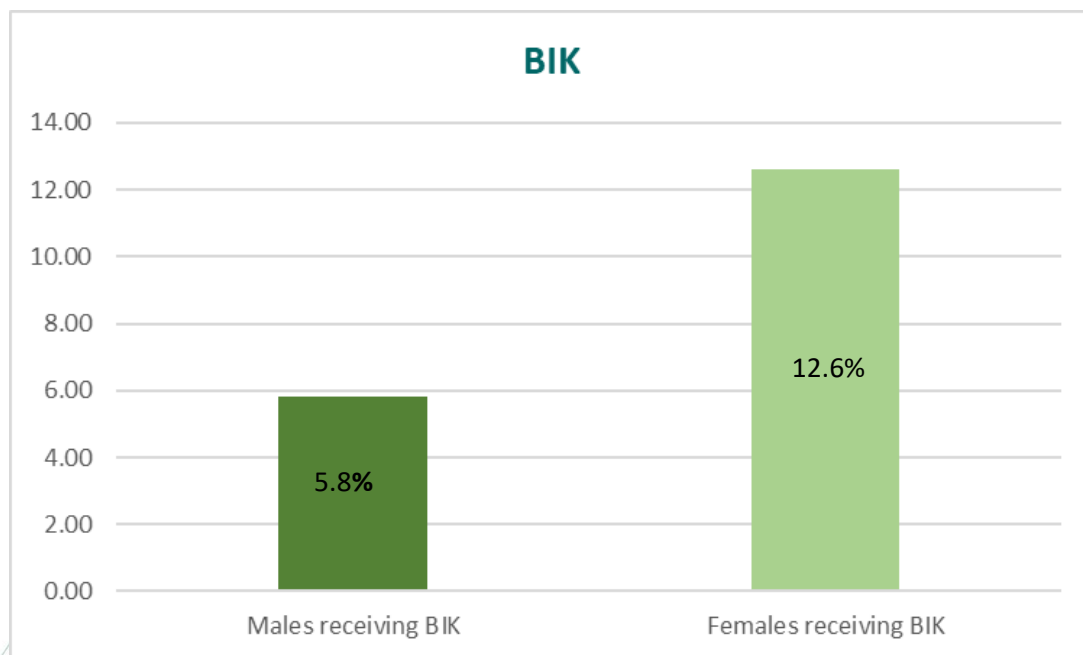
Bonus



Our Bonus Gender Pay Gap is:

Mean	Median
35.1%	-221.1%

Benefit in Kind



Commentary

- Continue to work towards closing the gender gap.
- The above figures include our Compost yard facility which has a predominantly male workforce and continues to influence our gender pay gap.
- 11 females work part time, whereas only 1 male employee works part time. The 1 male part time worker holds a senior consultancy role significantly increasing the part time gender pay mean.
- We continue to actively review our quartiles with the focus on improving representation of females at more senior roles in the business.