

Tyholland Mushrooms Limited Company

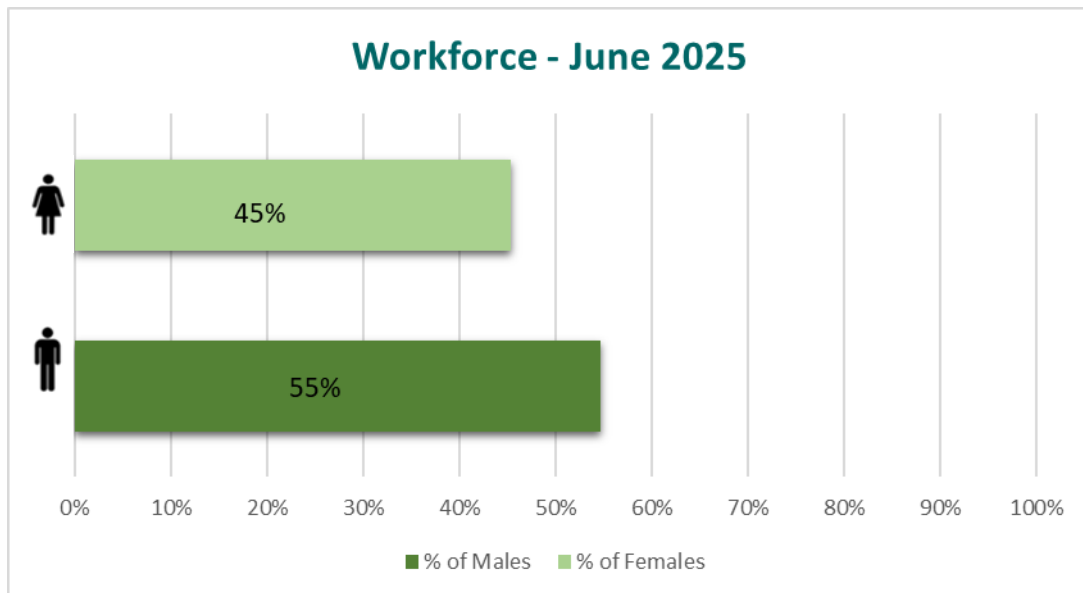
Monaghan Mushrooms is a subsidiary of the Monaghan Group. We are a vertically integrated agribusiness involved in all aspects of the supply chain from substrate production to growing, harvesting, packing and distribution.

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.

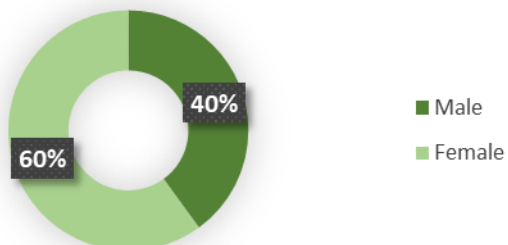
This Gender Pay Gap report is based on data as at 27 June 2025. As at this date we employed 123 employees in Monaghan Mushrooms Ireland Unlimited Company.



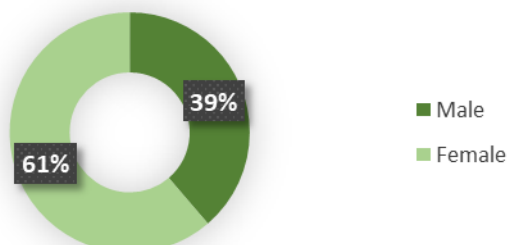
Pay Quartiles and Gender Pay Gap

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

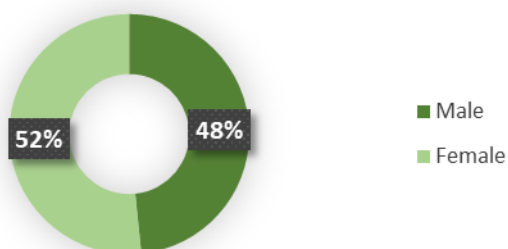
Lower Quartile



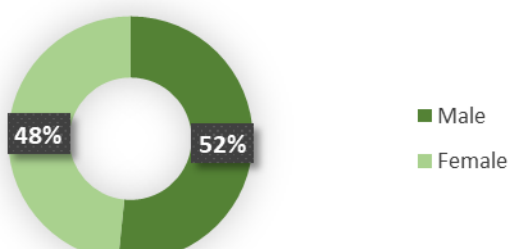
Lower Middle Quartile



Upper Middle Quartile



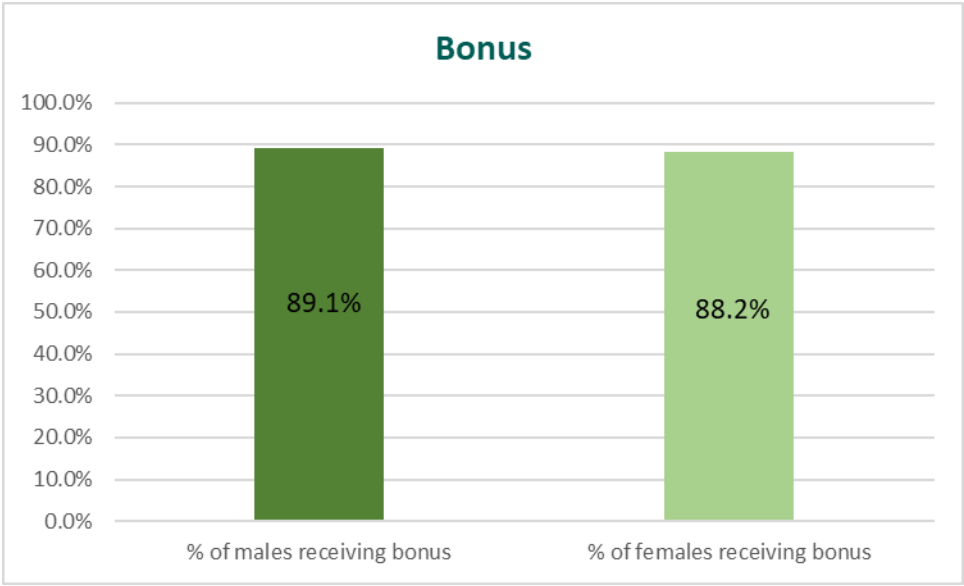
Upper Quartile



Our Gender Pay Gap is:

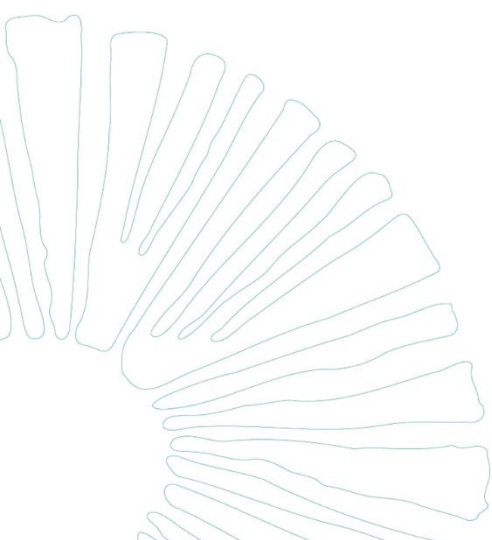
Mean	Median
0.8%	1.8%

Bonus



Our Bonus Gender Pay Gap is:

Mean	Median
-26.5%	-4.4%



Commentary

- Our gender representation across our workforce continues to improve (55.3% *female* and 44.7% *male*).
- We continue to work towards closing are gender pay gap with our mean gender pay sitting at 0.8% for this reporting period.
- Our upper middle and upper quartiles and moving towards a 50/50 split.