

# Ireland Gender Pay Report

2024

**At Applied, our Culture of Inclusion is an integral part of our business and talent strategy.** Across our company, we aspire to be one team — connected, inclusive and working together to be the most trusted and valued partner to our customers. We believe that cultivating a connected and inclusive culture enhances workplace experiences and is vital for attracting and retaining top talent. This not only drives greater innovation but better positions the company to navigate market challenges.

Applied is committed to compensating our employees fairly and equitably. We view pay equity as compensating our employees fairly based on relevant factors, such as their roles, organizational levels, experience and geographic locations, and not on their demographics. We monitor our compensation practices and provide information about Applied's pay equity efforts in our Corporate Sustainability Report.

Starting in 2024, the Irish Gender Pay Gap Information Act ("Act") was expanded to cover all companies with 150 or more employees. The Act requires disclosure of specified data directly comparing the pay of men and women as detailed on the next page, irrespective of individuals' roles in the company or any other relevant factors that we use to make pay decisions and to assess pay equity.

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# Our Data

The following is the Company's required disclosure for 2024 in accordance with the Act. The Act requires disclosure of specified data directly comparing the pay of men and women as detailed below, irrespective of individuals' roles in the company or any other relevant factors that we use to make pay decisions and to assess pay equity.

Hourly Remuneration Gap — All Employees		Proportion of Employees Receiving Bonuses		Pay Quartiles		
Mean	<b>7.0%</b>	Women	<b>92.0%</b>	Upper	Women	<b>9.6%</b>
Median	<b>1.7%</b>	Men	<b>90.3%</b>		Men	<b>90.4%</b>
				Upper Middle	Women	<b>11.3%</b>
					Men	<b>88.7%</b>
				Lower Middle	Women	<b>7.5%</b>
					Men	<b>92.5%</b>
				Lower	Women	<b>18.9%</b>
					Men	<b>81.1%</b>

  

Bonus Gap		Proportion of Employees Receiving Benefits in Kind	
Mean	<b>17.4%</b>	Women	<b>92.0%</b>
Median	<b>5.4%</b>	Men	<b>89.2%</b>

Specifically, the disclosure required sets forth (i) the mean hourly remuneration and bonus pay and (ii) the median hourly remuneration and bonus pay, for men and women. The mean pay gap calculation shows the difference between the average rates of pay that men and women receive. The median pay gap calculation ranks pay from lowest to highest in each group and compares the middle rate of pay for men and women.

*In calculating Hourly Remuneration Gap and Bonus Gap, pay of men is used as baseline and pay of women is shown as a percentage of that baseline. In calculating Hourly Remuneration Gap, Bonus Gap and Pay Quartiles, part-time and temporary employees are included in the analysis with no adjustment. We are unable to isolate the gap for part-time and temporary employees due to insufficient data and the need to protect employees' data privacy.*

## Why do we have a gender pay gap?

When we sort employees' pay in highest to lowest order and split those populations into 4 groups, or quartiles, as the Act requires, a somewhat larger population in the lower quartiles are women. This drives the 7.0% mean and 1.7% median pay gaps in hourly salary and the 17.4% mean and 5.4% median pay gaps in bonus pay.

## How are we increasing our gender representation?

Applied is committed to addressing the gender gap and improving representation. Our 2030 diversity goals serve as aspirational targets and highlight our commitment to cultivating a more diverse and inclusive work environment. We aim to expand our reach into untapped talent pools and seize opportunities in emerging markets. Applied seeks diverse gender representation across our global workforce by leveraging technology, innovative sourcing channels, and programmatic diversity recruiting strategies. These strategies vary by region and include initiatives that support women in restarting their careers. We will continue to actively engage in employee development, recruitment and employer branding efforts to attract and retain diverse talent.