

 Vitalograph®

Gender Pay Gap Report 2025

Introduction

This gender pay gap report was developed by Vitalograph (Ireland) Limited in response to the Gender Pay Gap Information Act 2021, an initiative by the Irish government requiring companies that employ more than 250 people to publish annual gender pay gap data.

The reports show the difference between the average earnings of men and women working at Vitalograph Ireland, expressed relative to men’s earnings.

Although the terms “gender pay gap” and “equal pay” are often used interchangeably, they refer to two separate concepts. In Ireland, an organisation is legally required to pay both males and females equally for the same work, which is governed by the Irish Human Rights and Equality Commission.

A gender pay gap does not mean that employees in the organisation do not receive equal pay for equal work. It illustrates a gender representation gap and is a comparison of the average hourly earnings of female and male employees across an organisation, at all grades or levels. A gender pay gap does not indicate or imply there is bias, or discrimination, and it is often impacted by the distribution of employees across an organisation. Many factors can contribute to the existence of gender pay gaps. These include differences between men and women in educational attainment and qualifications, occupations, career progression, prevalence of fulltime and part-time working, and responsibility for caring roles.

In Ireland, employers are required to report on the following based on a snapshot of pay data on a date chosen by the Company in June 2025:

- **Mean gender pay gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median gender pay gap** – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median bonus gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Mean bonus gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Bonus proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period.
- **Quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle, and upper quartile pay bands.

This is Vitalograph (Ireland) Limited’s third Gender Pay Gap Report and accounts for all employees working at our Ireland-based locations. It provides a summary of Vitalograph Ireland’s metrics, as well as details to help you understand why there is a gender pay gap – and what actions we’re taking as an organisation to reduce it. It’s important to note that, for the purposes of this report, gender is defined by the Irish government as binary, however Vitalograph respects and champions people of all gender identities.

In 2025, the mean gender pay gap is 15.4%, with a median gap of 3.8%.

Metric	2025	2024	2023
Mean	15.4%	14.5%	19%
Median	3.8%	5%	10%

Founded in 1963, Vitalograph’s mission is to improve the lives of people living with lung conditions through the development and manufacture of respiratory diagnostic solutions. As experts in pulmonary function, we

also provide clinical drug trial services that enable the development of life-changing respiratory therapies. As innovators in respiratory healthcare, our success is a direct result of the passion of our people in everything that we do – from pushing the boundaries of what can be achieved by respiratory testing technology to developing sustainable business practices that create new standards in our industry. In line with our values, ‘People, Innovation, Quality and Integrity’, we are committed to equality of opportunity for all, regardless of differences, experience or education.

Vitalograph (Ireland) Limited is proud to employ a strong dynamic team of 409 employees as of 30th June 2025. On 1st January 2022, headcount at the Company was 150. Since that time Vitalograph has grown in complexity and scale, supported by a series of strategic people and culture initiatives to put people at the core of what we do. The programmes and platforms that have been implemented with the goal of becoming more adaptive, collaborative and resilient in managing clinical trials, product innovation and global operations.

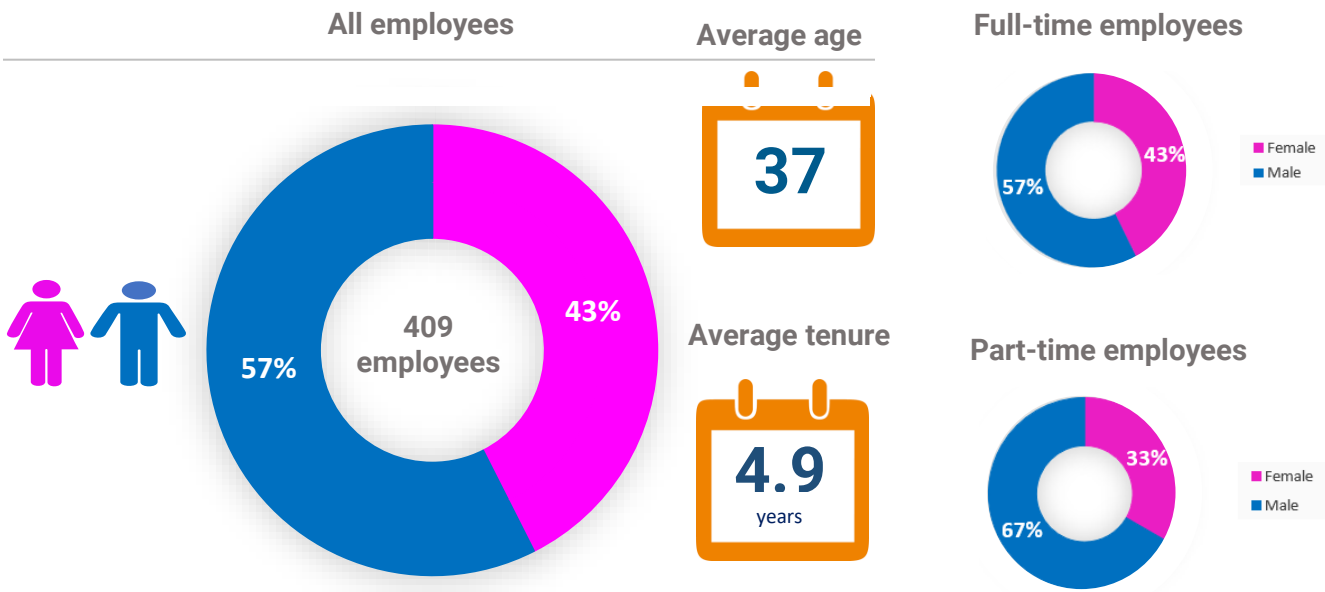
Our four-year Vitalograph business strategy – **Vitalograph 26** – served us well in driving rapid revenue growth and market share. Underpinned by our purpose which aligns our people with the perspective of the patients we serve, Vitalograph works continuously to break down silos, empowering teams to act quickly in advancing respiratory care.



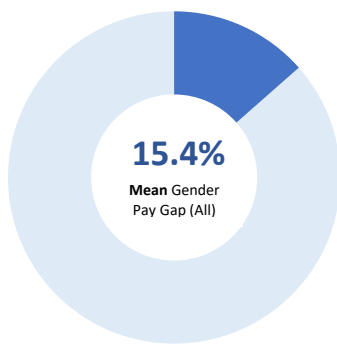
Given the rapid growth of our business over the past three years, we continue to recruit, develop and promote across all diversity dimensions and career levels with the aim of positively influencing social, environmental and economic conditions for our employees, and by extension the communities where we live and work. We stand up for what is right and treat everyone with integrity and respect in line with our core values.

What our data says about us

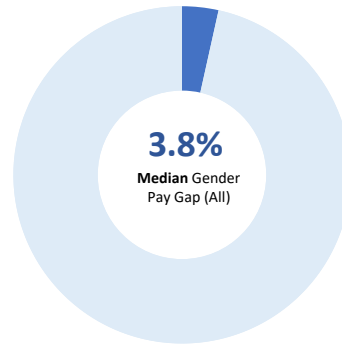
Our results are based on workforce data as of 30th June 2025:



Gender Pay Gap

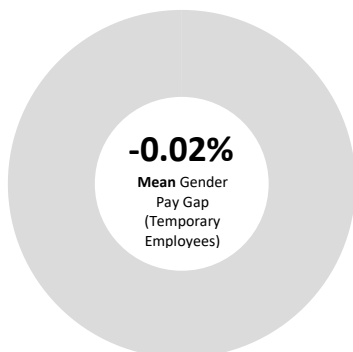


The overall mean pay gap is 15.4%, in favour of male employees. The mean gender pay gap compares the average hourly pay of females to that of males. It is calculated by adding all the hourly pay for each gender and dividing it by the number of employees grouped by that gender and expressing it as a percentage.

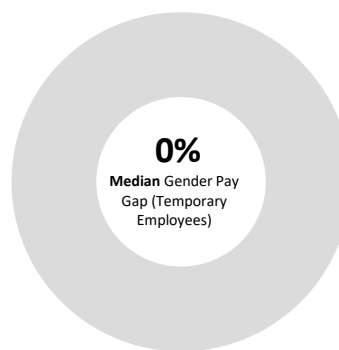


The median pay gap of 3.8% is the difference between the female median hourly wage (the middle-paid female) and male median hourly wage (the middle-paid male). The median hourly wage is calculated by ranking all employees, first by gender and then in ascending order by pay and taking the hourly wage of the male/female in the middle.

Temporary Employees Gender Pay Gap

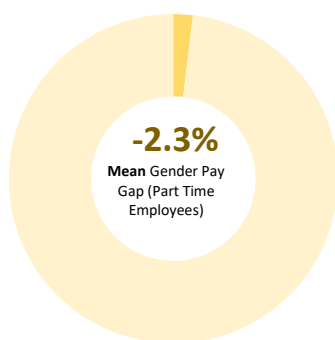


The mean gender pay gap for temporary employees is -0.02%. This indicates that the average hourly pay of temporary female employees is approximately equal to that of temporary male employees.

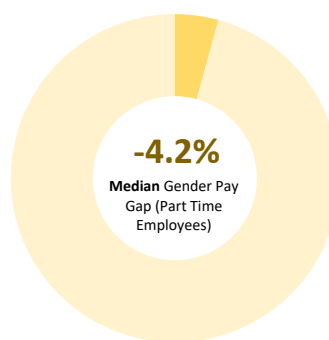


The median gender pay gap for temporary employees is 0%. This indicates that the average hourly pay for temporary female employees is equal to that of temporary male employees.

Part Time Employees Gender Pay Gap



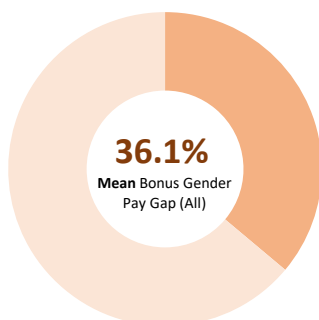
The mean gender pay gap for part time employees is -2.3%, showing that the average hourly pay of part-time female employees is 2.3% greater than part-time male employees.



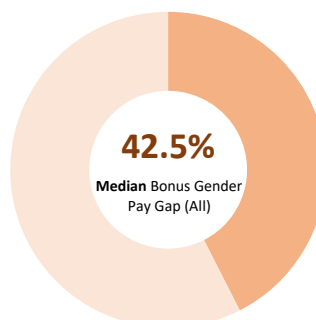
The median gender pay gap for part time employees is -4.2%. This shows that the part-time female median hourly wage (the middle-paid female) is 4.2% greater than the part-time male median hourly wage (the middle-paid male).

Metric	2025	2024	2023
Part time employee (Mean)	-2.3%	-2%	-3%
Temporary employee (Median)	-4.2%	-4%	11%

Bonus Gender Pay Gap



The mean gender bonus pay gap of 36.1% shows the difference in the average bonus received by both male and female employees. This means that the average male employee in Vitalograph earned approximately 36% more than the average female employee in bonuses. This is influenced largely by historic agreements as well as discretionary bonuses applicable to specific roles.

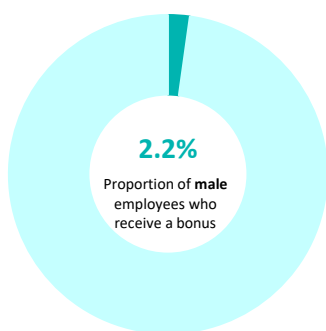


The median bonus gap of 42.5% shows the difference in the "middle" male's and "middle" female's bonuses. Like the median pay gap, the "middle" male or female in this case, is identified by ranking all bonuses across the organisation in ascending order and taking the amount in the middle.

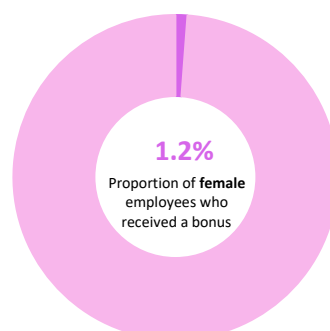
The median bonus pay gap shows that the bonus paid to the middle ranking male recipient is 42.5% greater than the bonus paid to the middle ranking female bonus recipient.

Metric	2025	2024	2023
Bonus pay gap (Mean)	36.1%	62%	51%
Bonus pay gap (Median)	42.5%	1%	-38.9%

Proportion Paid Bonuses



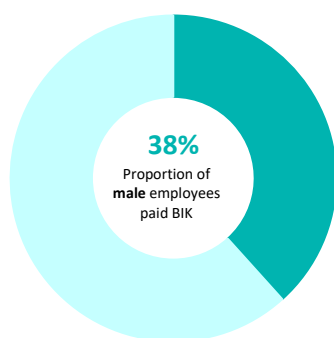
This sets out the proportion of male employees (2.2%) across the organisation who received any form of bonus. "Bonus" for this purpose includes once-off discretionary performance bonuses.



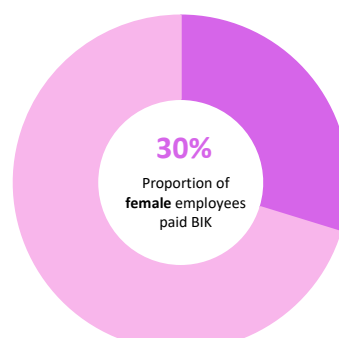
This sets out the proportion of female employees (1.2%) across the organisation who received any form of bonus. "Bonus" for this purpose includes once-off discretionary performance.

Metric	2025	2024	2023
Proportion Paid Bonuses – Male	2.2%	9.3%	16%
Proportion Paid Bonuses – Female	1.2%	4.9%	17%

Proportion Paid Benefit in Kind



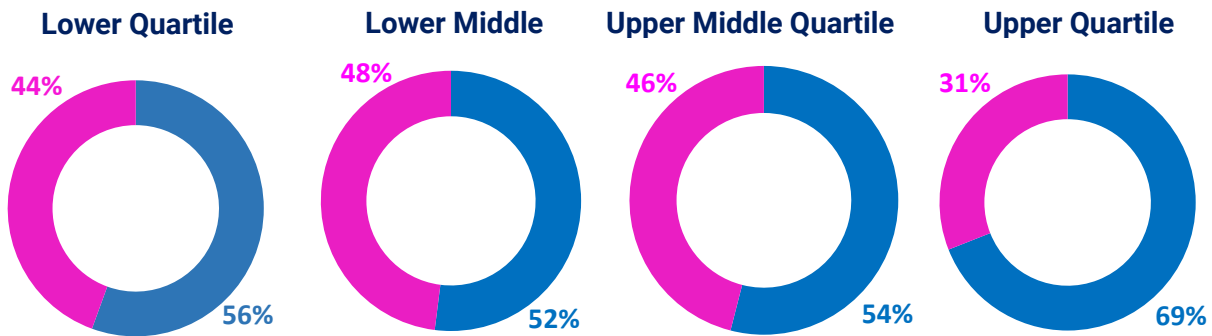
This sets out the proportion of male employees (38%) who are in receipt of non-cash, voluntary benefits of monetary value – for example, health insurance.



This sets out the proportion of female employees (30%) who are in receipt of non-cash, voluntary benefits of monetary value – for example, health insurance.

Metric	2025	2024	2023
Proportion Paid Benefit in Kind – Male	38%	27%	41%
Proportion Paid Benefit in Kind – Female	30%	19%	27%

Quartiles



Each quartile represents a quarter of our workforce, ranked from the lowest-paid quartile to the highest-paid quartile on an hourly remuneration basis. Within each pay quartile, we set out the percentage of people who are men and the percentage who are women. Looking at the proportion of men and women in each quartile shows the gender representation at different levels of the organisation.

Overall, our data show that 57% of the workforce in Vitalograph (Ireland) Limited is male. Additionally, more males occupy the higher paying roles (69% male and 31% female in the upper quartile), contributing to the gender pay gap. Vitalograph (Ireland) Limited is committed to lowering this percentage and achieving gender balance.

Percentage of employees	2025		2024		2023	
	Men	Women	Men	Women	Men	Women
Lower Quartile	56%	44%	54%	46%	63%	37%
Lower Middle	52%	48%	54%	46%	46%	54%
Upper Middle Quartile	54%	46%	57%	43%	57%	43%
Upper Quartile	69%	31%	68%	32%	72%	28%

Action plan

We acknowledge that closing the gender pay gap is not something that can be achieved rapidly in one or two years. The journey to reducing the gap is not straightforward. In 2025, our mean gender pay gap increased by 0.9% (up from 14.5% in 2024 to **15.4%**). The mean gap was 19% in 2023. The 2025 median gender pay gap decreased by 1.2% (down from 5% in 2024 to **3.8%**). The median gap was 10% in 2023. A slight increase in the mean pay gap does not mean unequal pay for equal work, rather it reflects structural workforce factors in the Vitalograph (Ireland) entity. Structurally, there is disproportionately more men than women in the Ireland entity in senior leadership positions. During 2025, we recruited a higher proportion of men into senior technical and operational leadership roles, which carried higher average salaries. At the same time, we increased female representation in entry and mid-career level roles, which has influenced the overall average pay gap.

In Ireland, two senior managers were appointed in the second half of 2025, however this will not translate into the overall Vitalograph Ireland gap figures until 2026. In the wider Vitalograph group beyond the Ireland entity, several senior level roles were created and filled by women. While these new employees are not reflected in the 2025 figures for the Ireland entity, they demonstrate the efforts made by the wider group to strengthen its recruitment efforts in new markets where the organisation is growing. This involved creating equitable opportunities across all open roles and ensuring gender balance and representation in leadership roles.

For Ireland specifically, the 2025 data recognises that the current gap highlights the importance of supporting women's progression into senior roles. We are committed to addressing this through a number of targeted initiatives:

Recruitment and promotion practices

We continue to provide equality of opportunity by ensuring that no employee receives less favourable treatment. We recruit, develop, and promote across all diversity dimensions and career levels throughout Vitalograph.

We use balanced candidate pools for senior and technical roles, where feasible. In 2026, we are introducing interview skills training workshops with a focus on structured panel interviews using objective scoring to reduce bias. We will also focus on tracking promotion rates by gender to identify bottlenecks to ensure men and women have the same opportunity to advance to the next stage of their careers. Our recruitment and promotion procedures are competency and merit based. We promote diversity and equality when recruiting both internally and externally. We strive to have a gender balanced interview panel for all interviews.

Promoting diversity and inclusion

A key initiative for 2026 will be the re-invigoration of our Diversity, Equity and Inclusion employee resource group. This is an important resource for Vitalograph employees in Ireland (Ennis and Limerick) who work cross-functionally with teams that are distributed across our international site locations. Actively promoting DEI fosters greater awareness of how behaviours, attitudes and values are shaped by generational differences, stereotyping, prejudice, bias and discrimination.

Our DEI calendar of events, **Caleidoscope**, highlights all initiatives that are being supported and championed by Vitalograph, including International Women's Days, Pride, Diwali, amongst others.

CALEIDOSCOPE

▲ EQUALITY ▲ INCLUSION ▲ DIVERSITY



Global People & Culture Operations

Over the past year, Vitalograph's global HR team has developed depth and breadth of expertise and capability across different functional areas: talent acquisition, business partnering, learning and development, data and analytics. The Vitalograph HR team oversees a suite of policies that accommodate flexibility, hybrid working, dignity at work, maternity leave, paternity leave and parent's leave. We offer coaching as part of our leadership development programmes. We also have an Employee Assistance Programme in place for all employees. We deliver mental-health first aid training to provide immediate peer support and guidance, ensuring colleagues feel safe and supported. In 2025, we launched a well-being hub on our intranet to provide centralised access to advice and support resources on a wide range of topics including personal well-being, family matters, financial guidance and taking care of your mental health.

As Vitalograph scaled over the past four years, the complexity of managing different HR applications for recruitment, pre-boarding, onboarding, performance, engagement, talent management, and offboarding became inefficient and costly due to lack of integration, with disparate data sources and no single repository incorporating all employee life cycle activities. This placed a heavy emphasis on manual administration, taking up a considerable amount of HR time and effort.

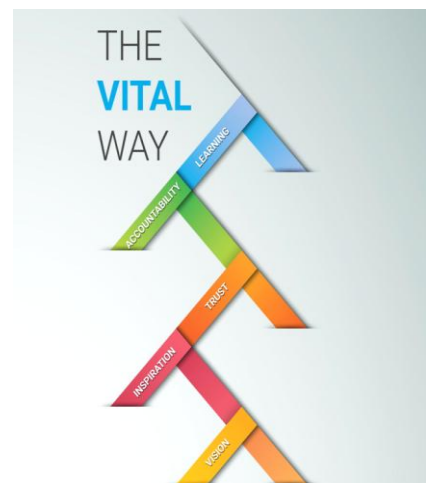
In January 2025, a new HR Information System was launched. This provides resilient, agile technology that wraps all the complexities of HR processes into a user-friendly tool linking every employee across the business. From automating routine HR tasks and providing data-driven insights for strategic decision-making, Vitalograph benefits from the following:

1. **Efficiency and accuracy gains:** Automating time-consuming processes, reducing the likelihood of human errors, allowing the HR team to focus on strategic culture and engagement initiatives.
2. **Enhanced employee experience:** Employee Self-Service feature that enables and empowers employees to manage their information, promoting engagement and satisfaction. Employees can post recognition 'shout-outs' to fellow employees to celebrate individual and team achievements.
3. **Data-driven decision-making:** Providing analytics and reporting tools that enable data-driven decision-making in workforce planning, talent management, and performance evaluation.

This important piece of information architecture supports people operations across Vitalograph. The reporting functionality of the platform provides a clear understanding of gender pay disparities across the business. It also helps identify where more targeted compensation and benefits practices are needed to address gaps in securing gender pay balance. Moreover, efforts across Vitalograph to address the gender pay gap will be underpinned by implementation in Ireland of the EU Pay Transparency Directive in 2026. Our efforts to reduce the gender pay gap will be copper fastened by strict transparency obligations that extend to recruitment, benefits and corrective actions.

Leadership development competency model – the VITAL Way

The VITAL Way is Vitalograph's leadership development framework. Introduced in 2023, the framework incorporates five core dimensions: Vision, Inspiration, Trust, Accountability and Learning. The framework emphasises the importance of building strong relationships, fostering a culture of trust and respect, and empowering team members to take ownership of their work. It's designed to help leaders at all levels of the organisation, whether they are an individual contributor, new to leadership or experienced managers. In 2026, the Vital Way will evolve with the delivery of manager labs for first line leaders and team culture labs across our workforce. The curriculum for these workshops includes segments on managing unconscious bias and promoting diversity. Work will also start in 2026 on developing differentiated leadership programmes for experienced managers, directors and VPs.



Culture survey

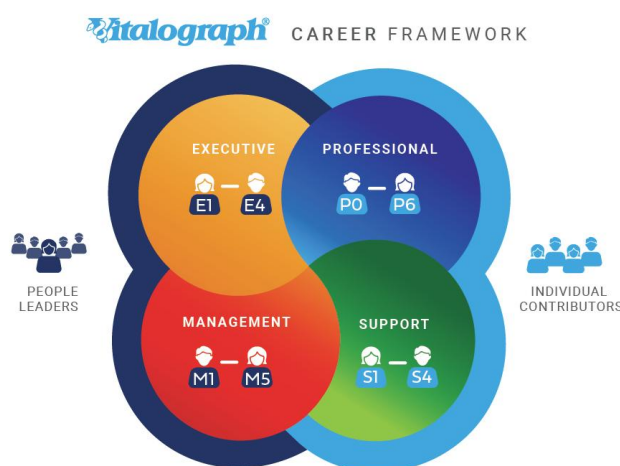
In early 2026, a culture survey will be administered across our global workforce to listen to and learn from our people. The voice of our workforce will be key to developing our people and culture strategy for the next four years as part of our Vitalograph 30 (V30) business strategy.

Learning, development and retention

Our learning experience platform – Vitalograph Centre of Learning – is used to internally create, distribute, and manage the delivery of educational content across the business. This learning platform is a key resource for educating and raising awareness of diversity, equality, inclusion and belonging across our workforce.

Career framework

The Vitalograph career framework categorises and classifies jobs across all business functions and geographies. The career framework places jobs in career levels based on employee skills, competencies, and career attributes. The framework provides support to all our people and facilitates career conversations on progression opportunities across Vitalograph. Individual Development Plans (IDPs) are implemented based on aligning business needs and role requirements with the aspirations, capabilities and track records of our workforce.



Patient champion training

In 2025, we launched our global *Patient Champion* programme to promote inclusion and place patients at the heart of our culture. Employees across all regions were trained to listen to and understand the voice of the patient and to champion patient perspectives in product design, service delivery and community engagement. The programme reinforced our mission to improve patient lives, ensuring that every innovation and decision is guided by patient needs. As an inclusive initiative, a global employee resource group was established to champion and advocate the patient perspective across the organisation. These patient champion roles involve advocacy, communication and leadership skills. By training employees across genders, Vitalograph is indirectly creating a pathway for women into higher paying, senior positions. The initiative also delivered ongoing employee learning programmes based on linking our workforce with the patient perspective: (1) I am aware, (2) I am mindful, and (3) I am connected. The launch of the Patient Champion programme marks a pivotal step in Vitalograph's journey ensuring that our people strategy not only supports employees but also amplifies our drive to improve patient lives through responsible innovation, sustainable practices and inclusive employee engagement. The programme reinforces our values-driven culture, becoming more inclusive, and attracting and retaining more women into technical and specialist roles across the business.

University partnerships, internships and community engagement

One example of our community engagement in 2025 was our participation at the annual Explore Engineering showcase at Shannon Airport in Ireland. This flagship event, which celebrated its tenth year in 2025, was an outstanding opportunity to showcase our respiratory diagnostic innovations and engage with students, educators and industry peers. Our participation highlights career opportunities in engineering, inspiring the next generation of talent. Employees volunteered as ambassadors, sharing insights into product design and patient-centred innovation. We also partnered with educational institutions and universities in Ireland (University of Limerick, Technological University of the Shannon, University of Galway, Atlantic Technological University) to provide structured student placement opportunities. These placements give students hands-on experience in respiratory diagnostics, engineering, data analytics and sustainability practices. This ongoing initiative strengthens our talent pipeline, support local communities, and inspires the next generation of healthcare innovators. Vitalograph engages with these universities through career fairs and recruitment initiatives, showcasing opportunities in MedTech and respiratory diagnostics. Through these partnerships our goal is to encourage women to pursue careers in STEM fields, which will gradually shift the gender composition of our workforce.

Recognising that university isn't the only pathway to a meaningful career, we continue to expand our Apprenticeship programme to include new apprenticeship opportunities, which is currently equally subscribed by female and male employees in our Ireland business.