



MOOG IRELAND

GENDER PAY GAP REPORT 2024

12 month look back from 30th June 2024

Contents

- INTRODUCTION** 3
- DEFINITIONS** 5
- GENDER PAY GAP - OVERVIEW** 7
 - MEAN PAY GAP** 8
 - Mean Gender Pay Gap Measurement – All Employees 8
 - Mean Gender Pay Gap Measurement – Part-time Employees 8
 - Mean Gender Pay Gap Measurement - Temporary Employees 8
 - MEDIAN PAY GAP** 9
 - Median Gender Pay Gap Measurement – All Employees 9
 - Median Gender Pay Gap Measurement – Part-time Employees 9
 - Median Gender Pay Gap Measurement - Temporary Employee 9
- ANALYSIS** 10
 - EMPLOYEE BONUS (PROFIT SHARE) – PROPORTION OF FEMALE/MALE RECEIVING BONUS** 11
 - EMPLOYEE BIK – PROPORTION OF FEMALE/MALE RECEIVING BIK** 12
 - QUARTILES – ALL EMPLOYEES** 13
- CURRENT INITIATIVES (irrespective of gender)** 14
- ACTIONS AND COMMITMENTS** 15

INTRODUCTION

Equality, Diversity, and Inclusion (ED&I) is a priority for Moog Ireland. Our commitment is to foster an inclusive workplace culture where employees can reach their full potential.

The purpose of this document is to comply with our legal obligation to report on the Gender Pay Gap and provide transparency.

One metric of equality, and a very important one, is pay. A total of 183 staff were covered in the reporting period: 35% (64) females and 65% (119) male. There are several driving factors behind these percentages, primarily the nature of the industry which is electronics engineering and is reflective of the industry as a whole. Engineers Ireland recently reported that female engineers represented only 12% of the profession in Ireland. There is also a correlation with the under-representation of females in the wider manufacturing industry. Whilst Moog Ireland is primarily a manufacturing facility, there are a number of specialised engineering departments also.

All employees are aligned to pay grades which ensure equal pay for equal work, irrespective of gender.

This dataset included people who have left the business during the reporting period. We are a predominantly male organisation that strives to be supportive of all staff.

This is Moog Ireland's first gender pay gap (GPG) analysis. The data used in the analysis on the gender pay gap (GPG) for Moog Ireland was accessed from the Payroll and Human Resources

Information System. The data used was for the period 1st July 2023 until 30th June 2024 inclusive, using a snapshot date of 30th June 2024.

It should be noted that the figures include 14 employees who are on Moog Ireland payroll but either report into a separate business unit outside of Moog Ireland or have corporate roles at a senior level.

Moog Ireland support family friendly working arrangements with a number of flexible arrangements in place including Hybrid Working, Compressed Working, as well as other flexible arrangements.

The basic salary, as per the government guidelines, is inclusive of the normal salary paid to the employee; allowances; overtime; shift premium pay; pay for sick leave; any salary top-ups for statutory leaves like maternity and paternity leave.

Duplicate records due to employees changing for example from hourly to salaried were reviewed individually, to ensure that the hours worked and salary paid were all correct. Categories of employees were reviewed also in relation to temporary versus permanent status.

Eileen Forde
Human Resources Manager



DEFINITIONS

Gender Pay Gap (GPG): The gender pay gap is the difference on average across a population between men's and women's pay.



Employee Hourly Rate: The hourly remuneration of an employee is calculated by dividing the employee's total ordinary pay in respect of the reporting period by the hours worked for that period. Ordinary pay includes: the normal salary paid to the employee; allowances; overtime; shift premium pay; pay for sick leave; any salary top-ups for statutory leaves like maternity and paternity leave.

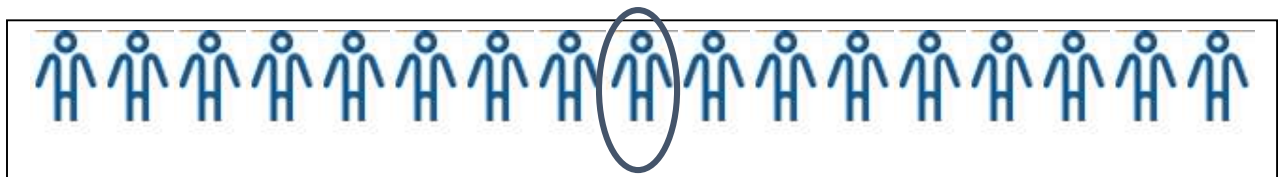
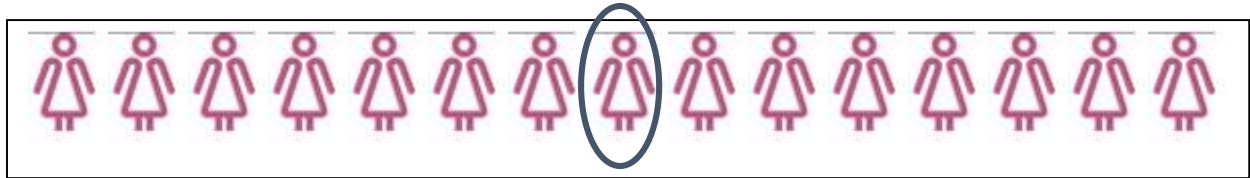
Mean Hourly GPG: The mean gender pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organization.



Average hourly rate of females COMPARED TO Average hourly rate of males



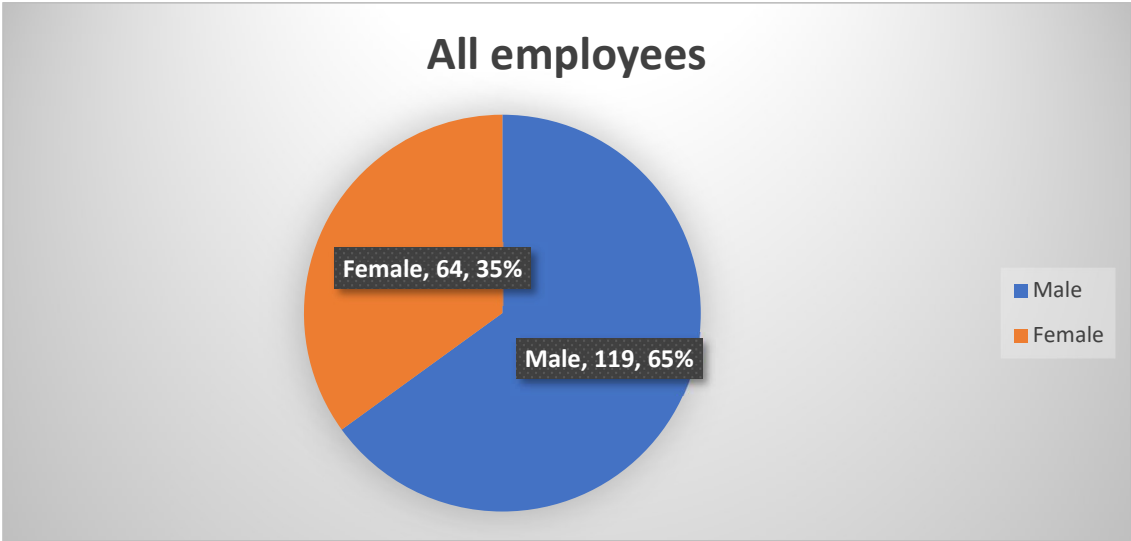
Median Hourly GPG: The median gender pay gap is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man).



Quartiles: Employees were organised into quartiles based on hourly remuneration of all male and female employees: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile was expressed as a percentage.

Snapshot Date: Employers to whom the reporting obligations apply are required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date. Employers are required to choose a snapshot date. The snapshot date must be in June but may be any date in June. **30th June 2024** was the chosen snapshot date.

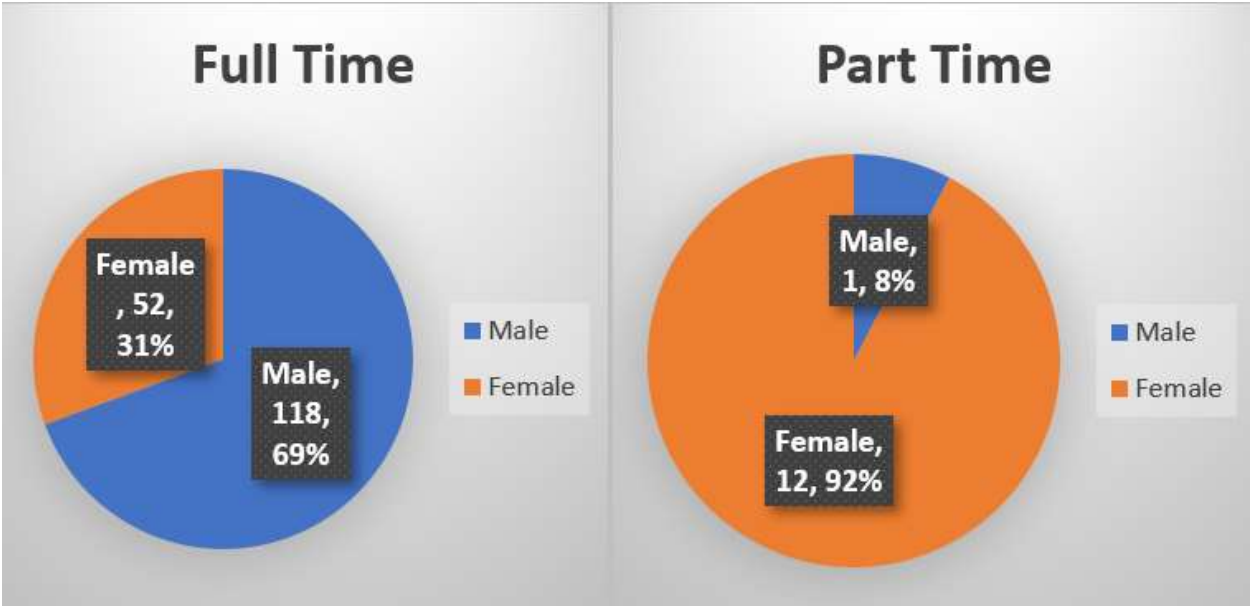
GENDER PAY GAP- OVERVIEW



In total Moog Ireland has 64 female employees (35%) and 119 male employees (65%)

Moog Ireland has 52 full time females (31%) and 118 full time males (69%)

Moog Ireland has 12 females availing of part time working (92%) and 1 male availing of part time working (8%)



MEAN PAY GAP

Mean Gender Pay Gap Measurement – All Employees

Looking at base salary results for 2024 we see a 29.05% gender pay gap in favour of male colleagues according to the mean measurement.

29.05%

Mean Gender Pay Gap Measurement – Part-time Employees

The mean part-time gender pay is 72.55% in favor of female employees. Note there is only one part time male versus twelve female part time workers.

72.55%

Mean Gender Pay Gap Measurement- Temporary Employees

The mean temporary gender pay gap is 0.062% in favor of female employees.

0.062%

MEDIAN PAY GAP

Median Gender Pay Gap Measurement – All Employees

According to the median measurement, we see a 16.88% gender pay gap in favour of male colleagues.

16.88%

Median Gender Pay Gap Measurement – Part-time Employees

The median part-time gender pay gap is 19.55% in favour of female employees.

19.55%

Median Gender Pay Gap Measurement- Temporary Employee

The median temporary gender pay gap is 1.04% in favour of female employees.

1.04%

ANALYSIS

The main reasons for the difference relating to remuneration that are referable to gender:

While Moog Ireland has equal pay for men and women in the same roles, we have a mean gender pay gap of 29.05% and a median pay gap of 16.88% in favour of males

- The statistics above take into consideration all Moog Ireland employees which include a number of senior employees who report to a separate business unit. Taking into consideration the senior roles within both groups, there are two females versus eleven males. Therefore the proportion of females versus males (due to the reasons explained) plays a significant part in the outcome of the analysis
- Moog Ireland is an electronic engineering company with specialized engineering capability. There is an extremely high proportion of male engineers within this industry, most with long tenure. There are 48 males with over 10 years service versus 25 females with over 10 years service.
- Females represent 35% of Moog Ireland's workforce versus 65% of males

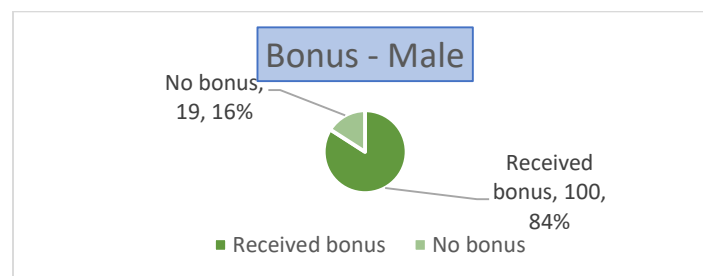
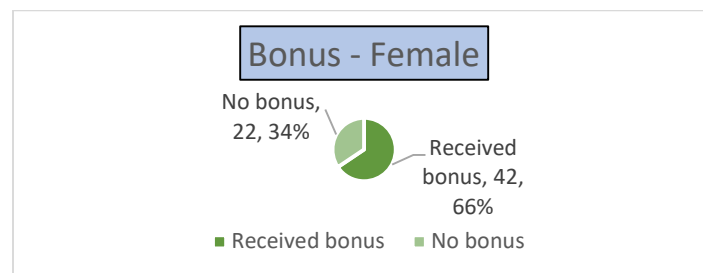
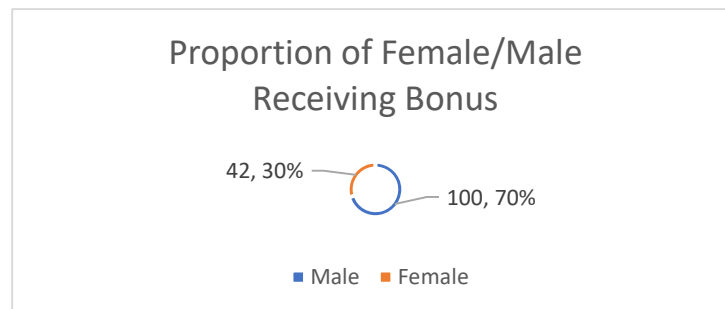
Other contributory factors:

- In roles where overtime is available (included in the hourly pay figure), in the reporting period, overtime was availed of by more men, thereby increasing the male pay profile

EMPLOYEE BONUS (PROFIT SHARE) – PROPORTION OF FEMALE/MALE RECEIVING BONUS

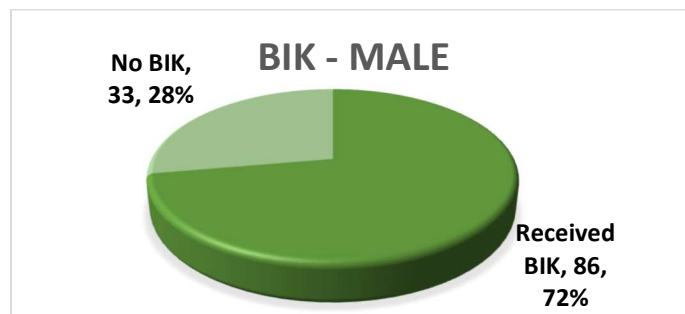
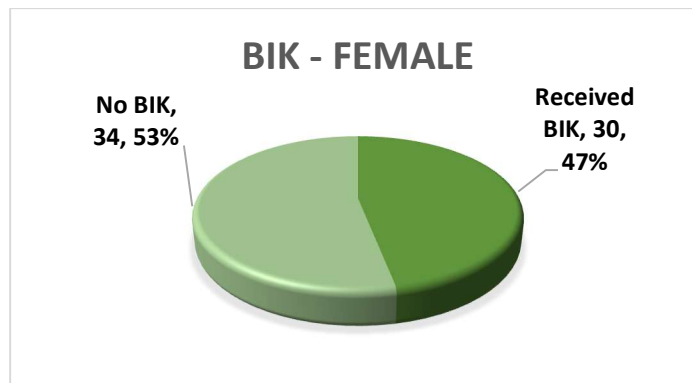
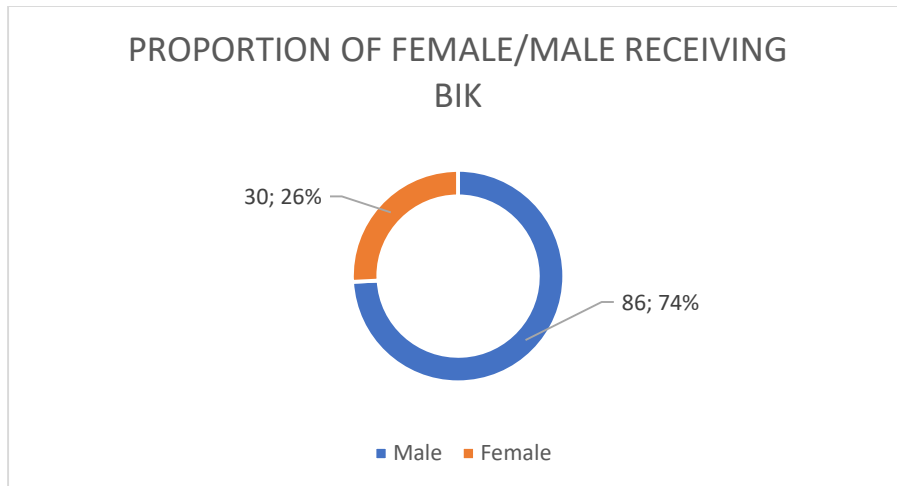
The results of this analysis is impacted by the time of the year in which employees joined Moog Ireland and when Profit Share was paid as all employees are entitled to Profit Share, even after one month of joining the company.

66% of females received a bonus during the period in question and 84% of males received a bonus. Those who did not receive a bonus during this period was as a result of employment not commencing until after October 2023. Therefore, those employees were not eligible for a bonus as the period in question for bonus was October 2022 to September 2023. They were eligible for Bonus in December 2024. This bonus relates to the period October 2023 to September 2024. **These are the global eligibility rules and are not gender related.** If an employee is employed for the full or a proportion of the timeline in question i.e. October to September they will receive either full or pro rata bonus.

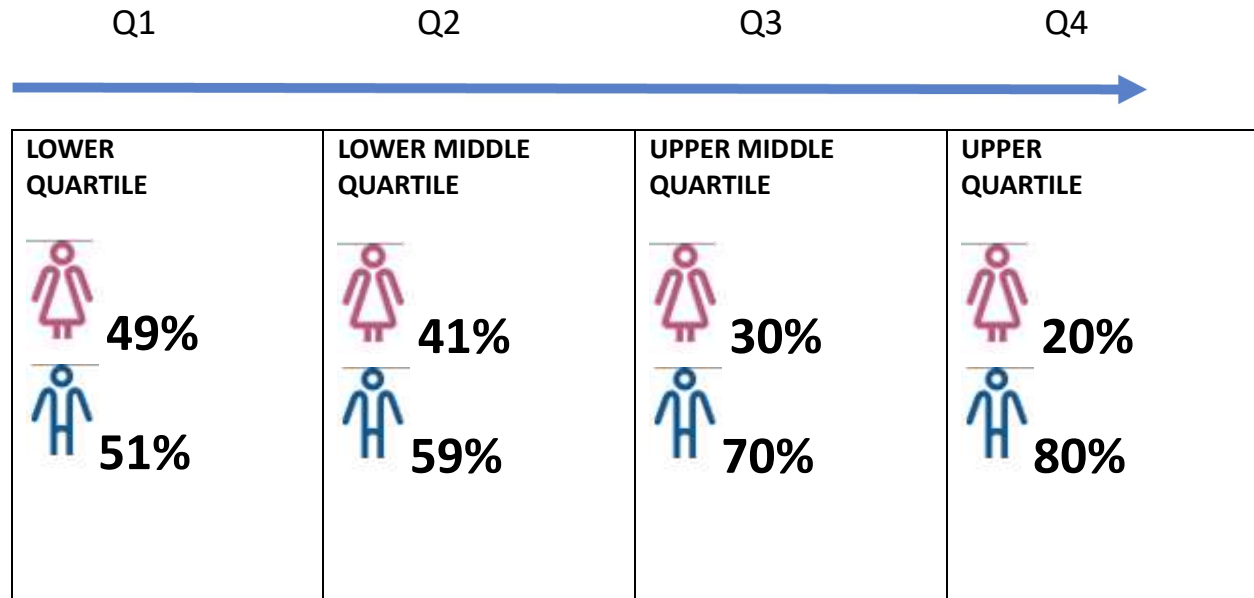


EMPLOYEE BIK – PROPORTION OF FEMALE/MALE RECEIVING BIK

The charts below represent the Benefit in Kind (BIK) provided to employees. This primarily relates to healthcare. Healthcare is offered to all employees once the probationary period is passed. Those who are not paying BIK have either decided not to avail of healthcare or have yet to meet the eligibility criteria of passing probation. **All eligible employees can avail of healthcare irrespective of gender.**



QUARTILES – ALL EMPLOYEES



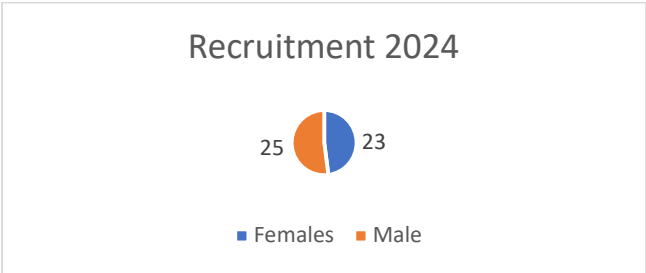
Most of Moog Ireland’s recruitment over the past five years has been in the area of production and as can be seen from quartile 1 (where most production roles sit), there is very little difference between female and male which demonstrates that employees are paid equally irrespective of gender.

Quartile 3 and Quartile 4 primarily comprises of Engineers (almost all male) and Senior Management (2 female senior managers versus 11 male senior managers – noting that only 4 of the male senior managers are part of the Moog Ireland site team therefore on the Moog Ireland management team there is a ratio of 2 females to 4 males).

Also it should be noted that 48 males have over 10 years service versus 25 females with over 10 years service.

CURRENT INITIATIVES (irrespective of gender)

- Hybrid Working Arrangements
- Compressed Working
- Flexible Working arrangements
- Training e.g. Unconscious Bias, Diversity Equality & Inclusion
- Hiring Process - Moog is committed to equal opportunities for all employees, and therefore we believe we have robust pay structures and career ladders in place in defined areas of the business along with a consistent approach to salary evaluation using expert third parties in this field for role and job mapping
- Enhanced Maternity, Adoptive Leave and Parental Leave
- Employee Assistance Programme for all
- Sponsorship of Further Education
- Mentoring Programmes
- Wellbeing Programmes
- Removal of Gender Bias Job Descriptions
- Focus on L&D
- Career development – 19 internal promotions in 2024 (10 females/9 males)
- Leadership Training
- Employee Engagement Survey
- Review of cost of living/minimum wage
- Recruited 23 females and 25 males in 2024



ACTIONS AND COMMITMENTS

- Commenced Career Architecture programme in 2024 – role not the person mapped – further work to be completed in this space with the introduction of salary bands in 2025
- Continue to work with expert 3rd party sources in relation to salary evaluation, mapping roles to salaries
- Hiring Process - Moog is committed to hiring the right person for the role, regardless of gender and will continue to do so. However Moog will continue to work on and promote STEM initiatives in schools and colleges.

Moog Ireland recruitment process is continuously reviewed internally to promote equity, diversity and inclusion.