COMPANY CONFIDENTIAL 2025

Gender Pay Gap Report

RELATECARE

RelateCare

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1.0 Gender Pay Gap Information Act 2021

The Gender Pay Gap Information Act 2021 introduced the legislative basis gender pay gap reporting in Ireland. The Act requires organisations to report on their hourly gender pay gap across a range of metrics. The Regulations require organisations with over 150 employees to report on their gender pay gap in 20254 by reference to their employees on a snapshot date in November 2025.

This legislation reinforces our commitment to equality of opportunity. At RelateCare we have a very diverse workforce and are committed to diversity, equity and inclusion.

1.1 Calculating the Gender Pay Gap

The gender pay gap is calculated using two figures, the mean and the median value:

- The mean gender pay gap is the difference between the mean pay (average pay) for men versus women in an organisation. To calculate it, we convert all pay to an hourly rate, add this up and divide by the total number of relevant employees.

- The median gender pay gap is the percentage difference between the midpoint of pay for all men versus women. The mean and median bonus gender pay gap is calculated using the same method.

2.0 Gender Pay Data

Our gender pay gap between men and women is 3.69% (mean) and 0.48% (median).

The mean and median hourly pay gap between Male and Female employees is:

Mean: 3.69%
Median: 0.48%

The mean and median hourly pay gap between part time Male and Female employees is:

Mean: 0.95%
Median: 1.32%

The mean and median bonus pay gap between Male and Female employees is:

Mean: 36.77%
Median: 33.33%

The percentage of employees who received Bonuses and BIK between Male and Female employees is:

Bonus: Male 18.16%, Female 19.10%
BIK: Male 0.00%, Female 0.50%

3.0 Gender Pay Data Quartiles

LOWER QUARTILE Male: 34.52% Female: 65.48%	**Upper Middle Quartile** Male: 39.002% Female: 61.00%
Lower Middle Quartile Male: 38.53% Female: 61.47%	**Upper Quartile** Male: 40.91% Female: 59.13%

4.0 Understanding The Pay Gap

Mean and median hourly rate pay gap	The mean hourly pay gap for 2025 is 3.69% and the median is 0.48%. This indicates a small overall difference in hourly pay between men and women at RelateCare. As shown in the quartiles, there is a slightly higher concentration of male employees in the upper quartile and a higher concentration of female employees in the lower quartile, which can influence the mean pay gap. Pay outcomes are also influenced by role mix, tenure, and progression patterns across teams.
Mean and median pay gap of part-time employees	The mean pay gap for part-time employees is 0.95% and the median is 1.32%. This remains low and reflects a broadly similar distribution of male and female employees across part-time hourly rates.
Mean and median bonus pay gap	The mean bonus pay gap for 2025 is 36.77% and the median bonus pay gap is 33.33%. The median bonus paid to male employees was €300 and the median bonus paid to female employees was €200. Bonus outcomes are impacted by eligibility, tenure, performance measures and the type of bonus payment applied during the reporting period.
Percentage of employees who received Bonuses and BIK	In RelateCare, 19.10% (114 out of 597) of female employees received a bonus compared to 18.16% (67 out of 369) of male employees. 3 female employees received BIK (0.50%) compared to 0 male employees (0.00%).

5.0 Gender Pay Data Actions

While the overall gender pay gap for RelateCare is low, we are continuously working to maintain momentum with this and ensure that it continues to decrease. We have implemented the below initiatives to support this:

- Supporting Work Life Balance - We will continue to work closely with employees to support their work life balance through Work from Home options, Maternity/Paternity Leave, Parents and Parental Leave, Carers Leave, etc.
- Working from home - We continue to offer hybrid roles to support employees' work life balance and also attract talent on a national scale.
- CareAcademy and Career Path Model - In 2026 we will continue to advance our internal learning and development programme to support talent development and career progression for all employees.
- Diversity and Inclusion - We will continue to foster a diverse and inclusive environment.

6.0 Confirmation Statement

I confirm that the data contained within this report is accurate and meets the requirements of the gender pay gap reporting regulations.

Signature

Eibhlín Payne
Chief Operating Officer