

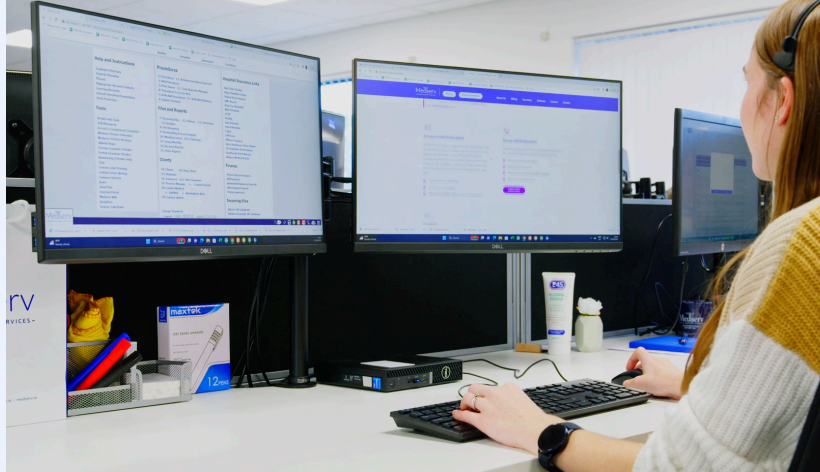
Mediserv
- MEDICAL ACCOUNT SERVICES -

GENDER PAY GAP REPORT 2024

01/07/2023 to 30/06/2024



GENDER PAY GAP REPORT



Hourly Pay Gap

Mean 27%
Median 15%

Bonus Pay Gap

Mean 55%
Median 71%

Part-Time Pay Gap

Mean -6%
Median 0%

Proportion Males & Females Receiving Bonus

Mean 55% Median 71%

Proportion Receiving BLK

Mean 74% Median 49%

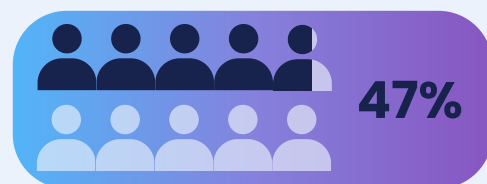
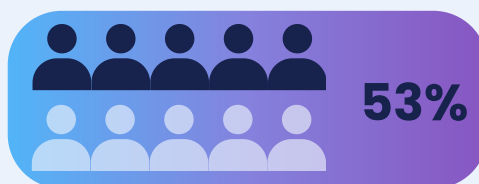
THE TABLE BELOW DISPLAYS EACH QUARTILE AND THE PROPORTION OF MEN AND WOMEN IN EACH CATEGORY:

PAY QUARTILE

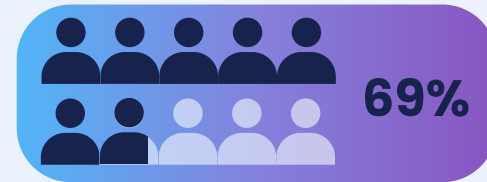
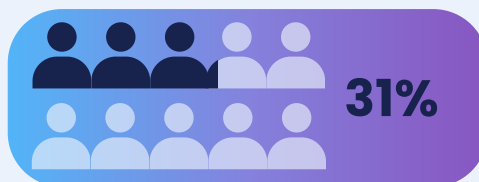
MEN

WOMEN

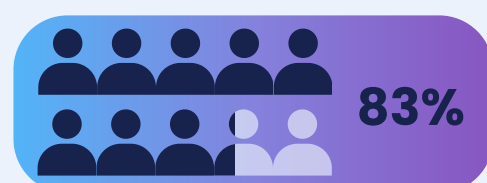
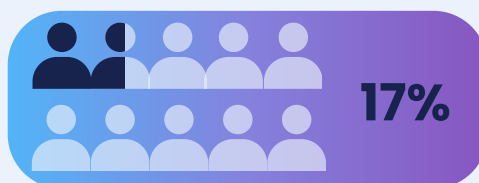
TOP QUARTILE %



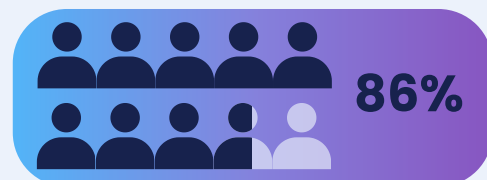
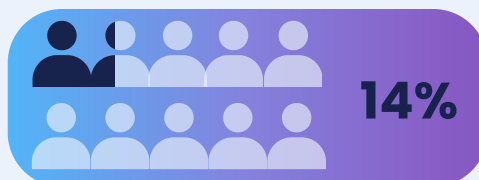
UPPER MIDDLE QUARTILE %



LOWER MIDDLE QUARTILE %



LOWER QUARTILE %



GENDER PAY GAP REPORT

Understanding Our Gender Pay Gap Results

As of the reporting date, Medserv proudly supports a diverse workforce of 400 employees across three countries, including 152 based in Ireland, all of whom contribute to our continued success.

Guided by our values of **Always Innovating, Being Trustworthy, collaborating positively** and **delivery results**, we are committed to fostering an inclusive workplace where everyone can thrive. Sharing these insights reflects our dedication to continuous progress on gender equity

Here are this year's key highlights:



NARROWING THE PAY GAP:

Our hourly pay gap reflects structural factors within our workforce. We continue to explore opportunities to promote greater balance and equity across all levels of the business.

EQUITABLE BONUSES:

While we report the mean bonus gap at 55% and the median is 71%, this is largely influenced by role distribution and working patterns. While this remains a challenge, we continue to explore ways to ensure fair and meaningful recognition across the business.

PART-TIME PAY PARITY:

At Medserv, we recognise that each employee's needs and lifestyle are unique, and a one-size-fits-all approach doesn't work for everyone. That's why we are committed to supporting and accommodating those who choose flexible working hours and days that align with their personal circumstances and priorities.

STRENGTHENING FEMALE LEADERSHIP:

We have actively supported females at senior level who are pursuing MBA and MSc programmes, investing in their professional growth and development. In 2024, we launched an executive coaching program, led by female leaders - to equip participants with the tools to unlock their potential and drive change within the organisation.



GENDER PAY GAP REPORT



CELEBRATING OUR PROGRESS:

- In 2024, we strengthened our commitment to supporting women in the workplace by partnering with **Dr. Rita Galimberti** – a leading expert in fertility and menopause, to better understand and address key challenges impacting women's careers and wellbeing.
- We are committed to supporting employees on maternity leave and have introduced a **top-up scheme** to ensure they can enjoy their leave with financial peace of mind.
- We recognise the importance of **work-life balance**. Our hybrid working, flexi-start options and adjusted hours provide flexibility to support employees in managing both their professional and personal commitments.
- In recognition of our employees' dedication, all employees received a **€1,000 bonus voucher**
- We are also proud members of the **30% Club**, reinforcing our commitment to advancing women's careers. Through this, we support networking, mentorship and career development initiatives.



LOOKING AHEAD:

We recognise that fostering an inclusive, supportive, and equitable workplace is an ongoing journey. As part of our commitment to continuous improvement, we are conducting a Culture Audit to gain deeper insights into our employees' experiences, workplace engagement, and areas where we can drive meaningful change.

This initiative will allow us to:

- ✓ Identify key drivers behind employee satisfaction, inclusion, and career progression.
- ✓ Assess the impact of our existing policies and initiatives on gender equity and workplace flexibility.

*These findings will inform future actions, ensuring we continue to align with our core values of **Innovation, Trust, Collaboration** and **Delivering results** while building a workplace where everyone can thrive.*