Veryan

AN OTSUKA MEDICAL DEVICES COMPANY

Gender Pay Gap 2026

November 2026

2026 Gender Pay Gap

Snapshot Date: 01 June 2026	Veryan Medical Ireland
Gender Pay Gap (Mean)	10.58%
Gender Pay Gap (Median)	-4.9%
Bonus Pay Gap (Mean)	34.63%
Bonus Pay Gap (Median)	17.38%
Bonus Proportion (Female)	100%
Bonus Proportion (Male)	96.88%
Benefit-in-Kind Proportion (Female)	97.5%
Benefit-in-Kind Proportion (Male)	93.75%
Temporary Employees Pay Gap (Mean)	-84.35%
Temporary Employees Pay Gap (Median)	-84.35%
Part-Time Employees Pay Gap (Mean)	39.19%
Part-Time Employees Pay Gap (Median)	49.91%
Proportion Male/Female Employees (Upper Pay Quartile)	38.89% / 61.11%
Proportion Male/Female Employees (Upper Middle Pay Quartile)	44.44% / 55.56%
Proportion Male/Female Employees (Lower Middle Pay Quartile)	44.44% / 55.56%
Proportion Male/Female Employees (Lower Pay Quartile)	50% / 50%

Veryan's Commitments

- **Equal Opportunity for Growth:** We ensure that all employees –regardless of gender– receive equal opportunities for further education and training to allow for progression in their chosen career paths.
- **Fair and Competitive Compensation:** We pledge to consistently benchmark our salaries against market rates to ensure compensation remains competitive and equitable for every role.
- **Inclusive and Equitable Recruitment:** We are dedicated to developing and upholding recruitment practices that are fair, balanced, and accessible to all. Our ongoing commitment is to ensure equal opportunity for every applicant, now and in the future.

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Understanding the gap

Veryan's gender pay gap is influenced by the distribution of men and women across different roles and levels within our Irish organisation.

The gender pay gap is a measure of the difference in average earnings between men and women across the organisation. It should not be interpreted as a measure of whether men and women receive equal pay for the same or equivalent work.

We remain committed to understanding the factors contributing to our gender pay gap and to supporting fair and equitable opportunities for employees throughout their careers at Veryan.

2026 compared with 2025

Veryan’s overall gender pay gap has narrowed year on year, with the mean pay gap reducing from 15.2% in 2025 to 10.58% in 2026. The median pay gap has also moved from 0.9% to -4.9%, meaning that median hourly pay is now higher for female employees than male employees.

The composition of our senior leadership population continues to influence the mean pay gap. Veryan has eight Executive Team members globally, five men and three women. Three Executive Team members are based in Ireland and all three are male. As these are among Veryan’s most senior roles, this has an impact on the overall average remuneration figures. (Note at the time of reporting we had two male Executive team members based in Ireland)

Female representation remains strong across all pay quartiles. Women represent 61.11% of employees in the upper pay quartile, 55.56% in both middle quartiles, and 50% of the lower quartile, demonstrating that female employees are represented throughout all levels of the pay distribution.

The mean bonus and part-time pay gaps have both reduced year on year, although some gaps remain. The mean bonus gap decreased from 38.9% to 34.63%. Bonus participation remains high across both genders, with 97.5% of female employees and 89.7% of male employees receiving a bonus. The mean part-time pay gap reduced from 44.1% to 39.19%, while the median reduced from 54.6% to 49.91%. Veryan will continue to monitor these areas as part of our commitment to fair and equitable opportunities for all employees.