GENDER PAY GAP REPORT

FMI

June 2024 - June 2025

A note from our *Director*

We are pleased to share FMI's latest Gender Pay Gap Report , reflecting a year of continued growth, stability & commitment to equality across our organisation. This report covers the reporting period from *26 June 2024* to *25 June 2025*.

Our workforce expanded from *620* to *660* employees, with a notable increase in female representation from *33%* to *36%*. Permanent roles remain the foundation of our organisation, further strengthening continuity and stability across teams.

Our pay and bonus metrics continue to demonstrate no structural gender-based pay inequality within FMI. We saw meaningful improvements this year: The Mean Pay Gap narrowed significantly from *–24.1%* to *–15.4%*. The Median Pay Gap remained close to zero, moving from *0.21%* to *0.81%*. The Mean Bonus Gap improved from *–43%* to *–31%*. The Median Bonus Gap strengthened from *–30%* to *1%*.

More women are represented in the upper and upper-middle pay quartiles, indicating positive movement toward balanced representation at all levels of our organisation. The narrowing of the bonus gaps highlights continued progress in the alignment of reward structures.

At FMI, we remain committed to creating a workplace where every individual can thrive. Our progress reflects the strength of our inclusive culture and our dedication to equal opportunity. We will maintain transparency in reporting pay equity and ensure a fair, supportive environment where everyone can build their career with confidence.

LIBBY KEELING

Established in 1995, with its headquarters in Dublin and Belfast, FMI is a diverse business specialising in Field Management, Brand Management and Distribution and Contact Centre services across multiple sectors including FMCG, Drinks, Utilities, Telco, and Government.

WHAT IS THE GENDER PAY GAP?

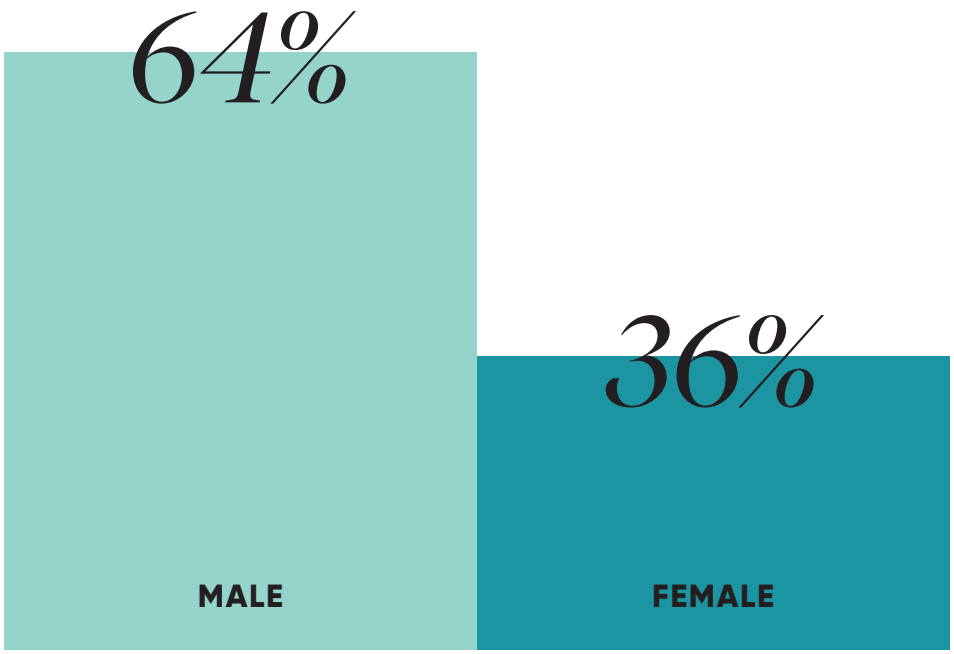
The Gender Pay Gap is the difference in the total average earnings of males and females, regardless of the nature of their work, across an organisation. It does not compare pay on an individual level for males and females undertaking the same role.

HOW IS THIS DIFFERENT TO EQUAL PAY?

Equal pay refers to the legal requirement that male and female employees, who are engaged in equal or similar work, or work of equal value, must receive equal pay. After a thorough review of our reward principles, we are confident that the gender pay gap and bonus pay gap within our organisation are not a result of concerns related to equal pay.

TOTAL EMPLOYEES

660



PAY

Mean GAP

-15.4%

Median GAP

0.81%

BONUSES

Mean GAP

-31%

Median GAP

+1%

STATUS OF EMPLOYMENT

Permanent

640

Temporary

20

The Figures *Explained*

HOURLY RENUMERATION refers to the difference in total earnings between men and women on a mean (average) and median (middle ranking) basis.

BONUS RECIPIENTS sets out the proportion of men & women who receive any form of bonus. Bonuses for this purpose includes commission and regular performance bonuses. There are a wide variety of roles within FMI, some of which receive a bonus (tends to be sales related) and any variations are not caused by equal pay concerns.

BONUS GAP refers to the gap between men and women on the value of all bonus items taken together.

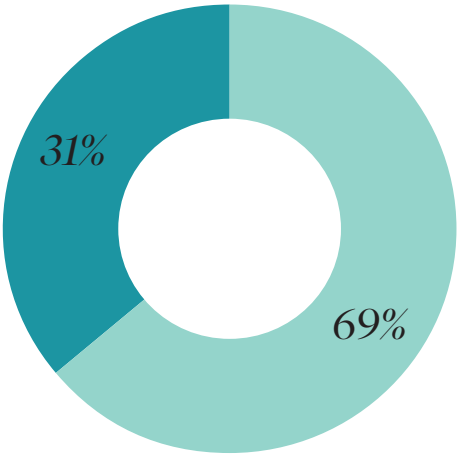
THE LOWER QUARTILE sets out, in respect of the lowest paid quarter of our people by hourly renumeration, what percentage are men and what percentage are women.

THE UPPER QUARTILE sets out, in respect of the highest paid quarter of our people by hourly renumeration, what percentage are men and what percentage are women. This also applied to the lower middle quartile and the upper middle quartile.

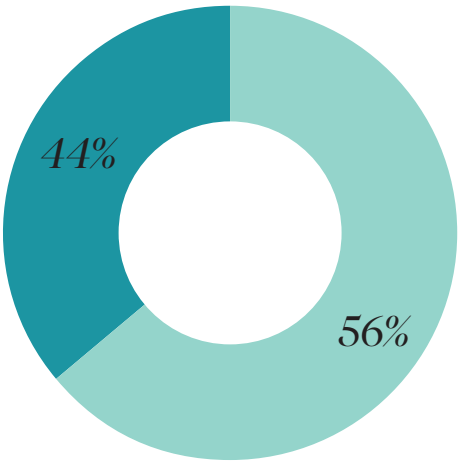
PERCENTAGE OF QUARTILE BY HOURLY RENUMERATION

MALE **FEMALE**

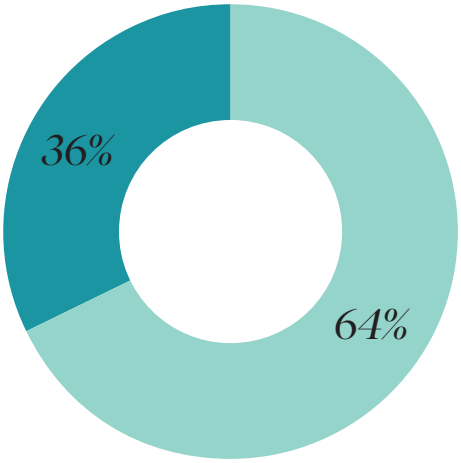
Lower Quartile



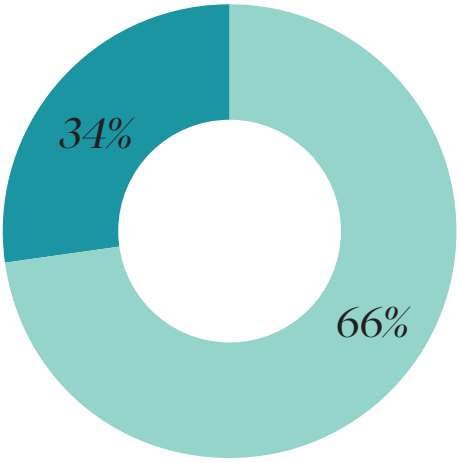
Lower Middle



Middle Quartile



Upper Quartile



Mean hourly renumeration gap for *part-time* workers: 1.1%

Median hourly renumeration gap for *part-time* workers: 1.5%

Mean hourly renumeration gap for *temporary* workers: 10%

Median hourly renumeration gap for *temporary* workers: 0%

PERCENTAGE WHO RECEIVED A BONUS

MALE	FEMALE
32%	21%

We get it.

FMI.IE