

Introduction

Meath Farm Machinery Limited is a John Deere dealership with a depot in Co Meath, Co Cavan and Co Louth. We supply and repair John Deere machinery and parts, along with a host of other agricultural brands to Meath, Kildare, Dublin, Cavan, Louth, Longford, Leitrim, Sligo and Monaghan. We employ over 50 staff across sales, service, parts and administration.

We have taken the week-ending Friday 27th June 2025 as our snapshot date. The reporting period is 28th June 2024 to 27 June 2025. On the 27th June 2025 we had 54 people employed, 48 males and 6 females.

Pay Quartiles

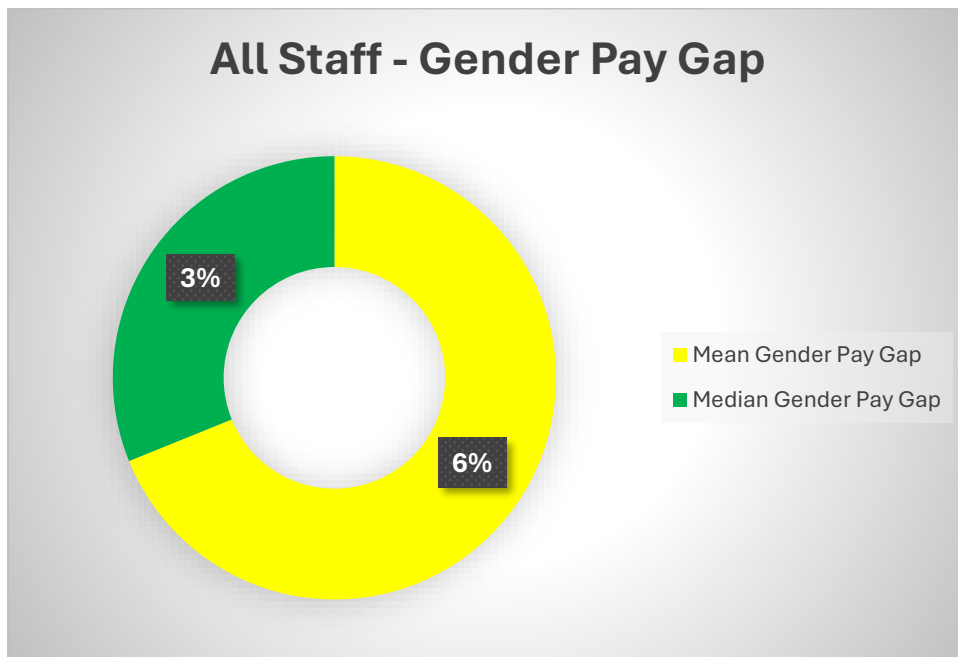
The table below shows the gender distribution across our pay quartiles:

| Quartiles | Male | Female |
|-----------------------|------|--------|
| Lower Quartile | 85% | 15% |
| Lower Middle Quartile | 87% | 13% |
| Upper Middle Quartile | 93% | 7% |
| Upper Quartile | 92% | 8% |

On our reporting date our staff was made up of 89% males and 11% females. We are in an industry that is still very much male oriented, which is the reason for the large disparity across all pay quartiles. Much of our female staff are in the administration side of the business and are represented across all the pay quartiles. We try and encourage hiring of females across all departments but there are very few qualified female mechanic or females involved in Agri-sales.

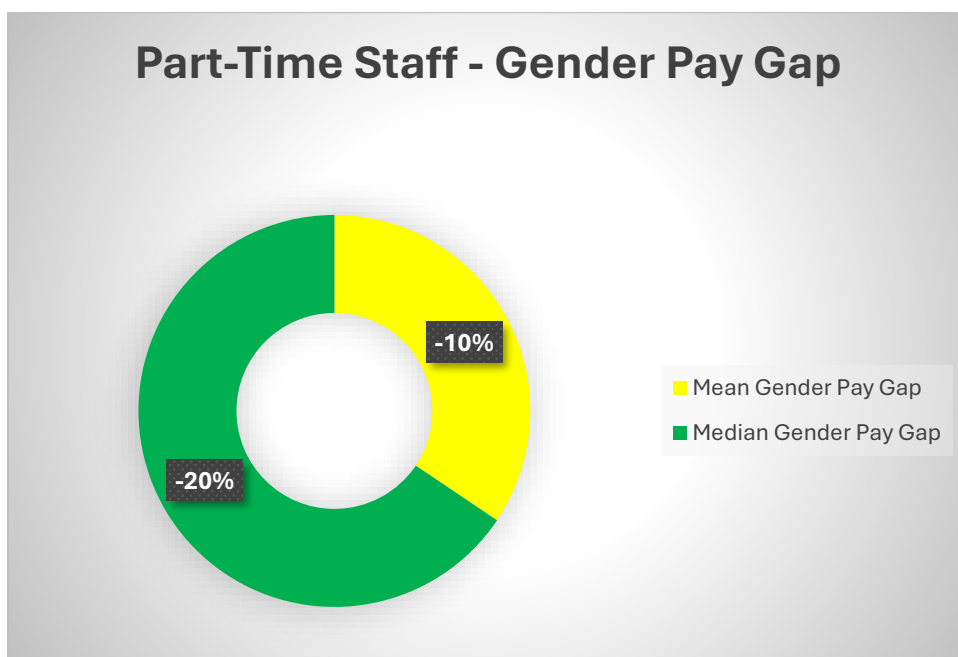
Hourly Remuneration Pay Gap

Below is a graph showing the mean and median gender pay gap.



This includes all staff, full-time and part-time. A positive % means that male remuneration is higher than female remuneration. However, the % is not overly large on either the mean or median given the significant difference in males to females employed.

Below is the graph showing the mean and median for part-time staff



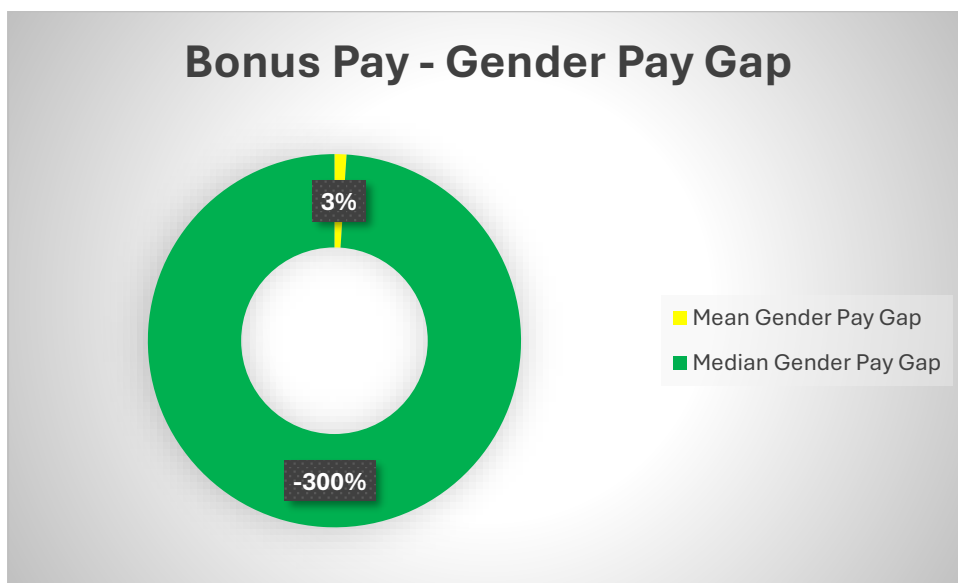
This includes all staff who work less than a 40-hour week. At the snapshot date 66.66% of part-time staff were male and 33.33% were female. A negative % means that female remuneration is higher than male remuneration.

Bonus Pay Gender Gap

The below table shows the distribution of bonus pay between males and females. For the purpose of this report bonus pay includes commissions, annual bonuses and Christmas vouchers.

| Category | Male | Female |
|----------------|------|--------|
| Bonus Payments | 73% | 83% |

The below table shows the mean and median bonus pay gender pay gap:



The large negative % under the median is that there is such a large range between male bonuses due to the number of male employees, due to the varying types of roles across the business compared with female employees who are predominately in administration.

BIK gender pay gap

The below table shoes the distribution of BIK between males and females:

| Category | Male | Female |
|--------------|-------|--------|
| BIK Payments | 0.08% | 0% |

There were very few staff on BIK during the reporting period, and no females were in positions where BIK applies.

Final Comments

Meath Farm Machinery is committed to fair representation of females across all departments, but the industry is still very male orientated. Females are well represented in administrative functions in the organisation, and we continue to seek good staff both males and females in all departments. We are committed to offering all staff training and development to help them progress in their careers. Finally, we are committed to being fair, transparent and flexible with all staff.