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Ireland Gender Pay Gap Reporting 2026

As required by the Ireland Gender Pay Gap Information Act 2021, this report outlines gender pay gap metrics for Keenova Therapeutics Ireland Limited and Keenova Finance Management Ireland Limited[1] employees as of June 1, 2026, including salary, bonus, and benefit distributions across employee genders and pay quartiles.

- There were 132 employees on June 1, 2026, of whom 10 were temporary employees. There were no part-time employees. On June 1, 2026, there were 82 male and 50 female employees. The Irish employee population includes a mix of manufacturing and engineering site-based roles, as well as global and corporate roles, including at senior leadership and executive levels.
- Mean and median pay differences are 28.07% and 19.66% respectively, with bonus mean and median pay differences at 47.70% and 19.37% respectively. These figures indicate that, on average, men earn more than women. These differences reflect the concentration in Ireland of men in senior leadership and specialist positions with global, corporate functional, or executive-level responsibilities. These positions typically command higher salaries and greater bonus opportunities due to their strategic and global responsibilities and level of seniority.
- There are no part-time employees within the reporting population. Consequently, a representative gender pay difference calculation for this category cannot be provided.
- Due to the small number of employees on temporary contracts, the associated metrics are subject to significant year-on-year fluctuation. The reported mean and median pay differences of 32.29% and 45.13%, respectively, indicate that men in this category earn more on average in various sectors of the company where market demand and values were elevated.
- The proportion of men receiving a bonus is 82.72% and for women it is 78%. A slightly higher proportion of men received bonuses during the reporting period which is attributed to new hires that were not eligible for bonus payments.
- The distribution of benefits in kind is 95.12% for men and 88% for women, demonstrating that non-salary benefits are broadly available across genders. The difference primarily reflects the proportion of employees engaged on a temporary basis, who are generally not eligible to receive benefits in kind.
- The respective percentages of all employees who fall within each of the following remuneration bands are as follows:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	55%	48%	21%	27%
Male	45%	52%	79%	73%

This distribution reflects the concentration of men in senior leadership and specialist positions with global, corporate functional, or executive-level responsibilities that attract higher levels of remuneration. The lower quartiles show a more balanced gender

[1] Keenova Finance Management Ireland Limited had seven employees who are included in this report.

representation and are generally reflective of the broader workforce composition within the Irish employee population.

- We remain committed to attracting, retaining, and rewarding talented individuals and providing equal opportunities for development, progression, and advancement.