

Mallinckrodt Pharmaceuticals Ireland Limited

Gender Pay Gap Report 2025

The Ireland Gender Pay Gap Information Act

As required by the Ireland Gender Pay Gap Information Act 2021 (the “Act”), this report outlines gender pay metrics for Mallinckrodt Pharmaceuticals Ireland Limited (“Mallinckrodt”) employees during the reporting period. Under the terms of the Act, 2025 is the first year in which Mallinckrodt will be reporting information regarding employee remuneration by gender.

Our gender pay statistics

Mallinckrodt had 99 employees in scope for our gender pay difference calculation in 2024-25, of whom 1 was part-time and 7 were temporary employees. We had 63 male and 36 female employees. Our snapshot date was 1 June 2025. The relevant period was 2 June 2024 to 1 June 2025 inclusive.

Year	All employees															
	Hourly Remuneration		Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile		Bonus Receivers		Bonus Remuneration		Benefits in Kind	
	Difference in Mean Pay	Difference in Median Pay	M%	F%	M%	F%	M%	F%	M%	F%	M%	F%	Difference in Mean Pay	Difference in Median Pay	M%	F%
2024-25	37.4%	22.3%	44.0%	56.0%	52.0%	48.0%	76.0%	24.0%	83.3%	16.7%	93.7%	97.2%	57.8%	17.5%	85.7%	91.7%

Year	Temporary Contracts	
	Hourly Remuneration	
	Difference in Mean Pay	Difference in Median Pay
2024-25	-33.2%	2.8%

As there is only one part-time employee, a representative gender pay difference figure for this category cannot be provided.

The reasons behind our gender pay difference

Mallinckrodt makes remuneration decisions without regard to gender. We employ just under 100 people in Ireland. This necessarily means that small changes in representation in any role can have an outsized impact on our gender pay metrics. We expect that we will see volatility in our metrics from year to year. It is the case at present that there are more men than women in our senior levels in Ireland. This is the primary cause of our gender pay difference.

Our organisation has a variety of different roles in Ireland. Some of our more highly remunerated positions in Ireland require STEM (Science, Technology, Engineering or Mathematics) qualifications and experience. The majority of those with STEM degrees, in Ireland and globally, are men, which affects the talent pool from which we hire.

Our focus will remain on attracting, retaining and rewarding talented people and providing equal access to opportunity for all.