



Nomad Foods

The World's Frozen Food Champion

Gender Pay Gap Report 2025

Birds Eye Ireland

Introduction

Nomad Foods is Europe's leading frozen foods company. Our portfolio of iconic brands, includes Birds Eye, Findus, iglo, Frikom, Ledo, Aunt Bessie's and Goodfella's, which have been a part of consumers' meals for generations, standing for great tasting food that is convenient, high quality and nutritious. Birds Eye Ireland Limited is a subsidiary of Nomad Foods. From our sites in Naas and Longford, we produce and market products under the Birds Eye, Goodfella's and Aunt Bessie's brands.

Every day, millions of households choose our products and as we continue to grow across Europe, the customers, consumers and communities that we serve are becoming increasingly diverse. We are committed to creating an inclusive workplace where we celebrate and respect our differences, make decisions that are free from bias and avoid discrimination across any of our employment practices, wherever we operate.



Gender Pay Gap Overview

What is the gender pay gap?

Gender pay gap legislation was introduced in Ireland in 2022 that requires employers with more than 50 employees to report on their hourly gender pay gap across a range of metrics.

The gender pay gap measures the difference between the average pay of all males and all females across all roles and levels within the workforce. It does not take account of factors such as different roles, responsibilities, experience or levels of seniority. So, for example, if there is a greater proportion of males than females in senior level positions, the gender pay gap is typically higher.

It should be noted that the gender pay gap measure is not the same as equal pay. Equal pay refers to equality of pay between men and women whose roles are the same or broadly similar, with any differences in pay based on factors other than gender, such as skills and experience.

How we measure the gender pay gap

To comply with legislation, we measure and report:

- Median and mean **gender hourly pay gap** for
 - All employees
 - Part-time employees
 - Temporary employees; and
 - Representation of each gender within pay quartiles
- Median and mean **gender bonus gaps**
- The percentage of male and females receiving **bonus** and **benefits in kind**

The reported data represents employees across the whole of Nomad Foods' business in Ireland for the 12-months to 30th June 2025 (the 'snapshot date').

Methodology and Definitions of key terms

Methodology

Calculations use pay and hours data drawn from HR and payroll systems for the 12-month period up to the snapshot date of 30th June 2025. This data is checked for completeness and accuracy, with a consistent methodology applied to calculate the various statutory metrics required by the legislation.

Definitions of some key terms used in this report

Median pay gap: The difference between median pay for female employees and the median pay for male employees, expressed as a percentage of men's median pay. Medians are calculated by ranking all employees from the highest paid to the lowest and taking the hourly pay of the employee in the middle.

Mean pay gap: The difference between the mean (average) pay for female employees and the mean pay for male employees, expressed as a percentage of men's mean pay. Means are calculated by totalling all individual rates of pay and dividing by the number of employees.

Where the pay gap is expressed as a negative % it indicates that females earn more, on average, than men.

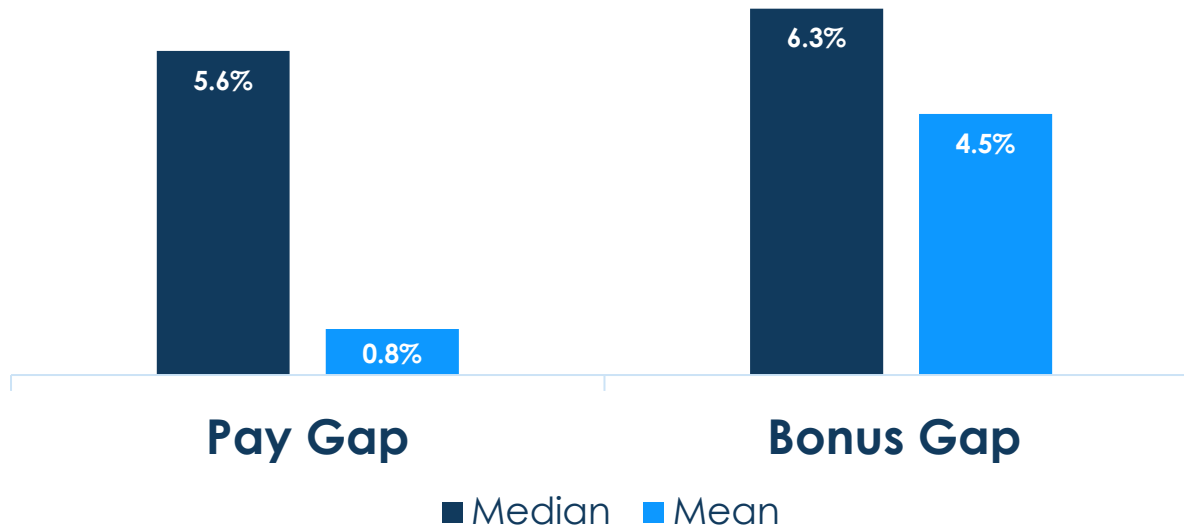
Hourly pay: Made up of basic pay, allowances and bonuses awarded over the relevant period, divided by the total number of hours worked for this period.

Bonus pay: Any bonuses awarded during the relevant period.

Benefit in Kind (BIK): The value of any non-cash benefit of monetary value that has been provided by Nomad Foods to an employee during the relevant period.

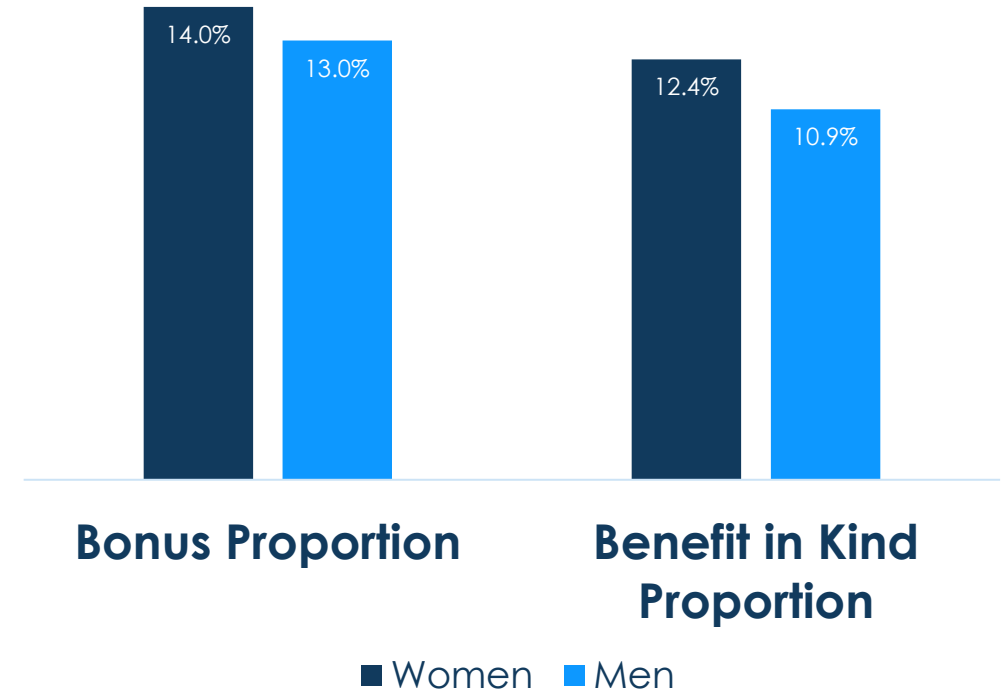
Pay & Bonus Gap

All Employees



Pay Gap Part-Time Employees		Pay Gap Temporary Employees	
Median	Mean	Median	Mean
- 20.8%	- 38.9%	- 44.5%	- 44.5%

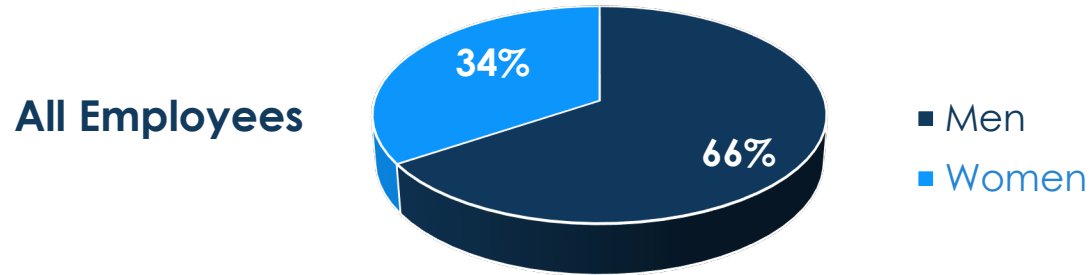
For Part-Time and Temporary employees, the number of colleagues represented in each gender category is relatively small. This can amplify and influence gap differences and creates results that are more extreme than compared with larger sample sizes, such as that for all employees.



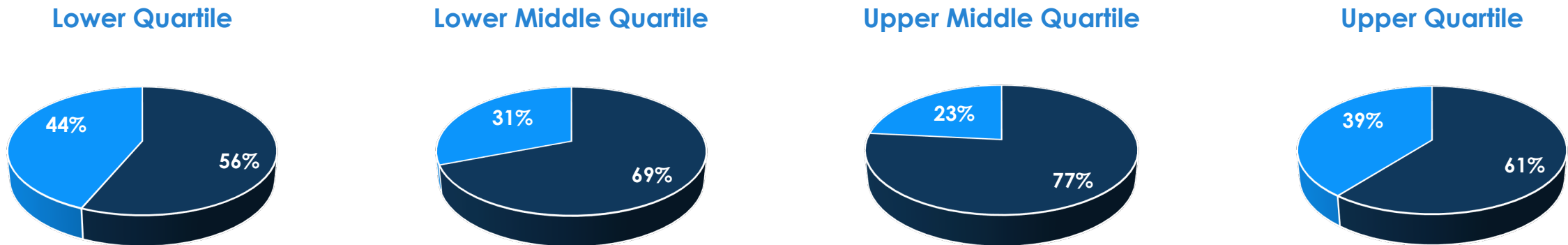
Proportion of colleagues who received a bonus or Benefit in Kind during the 12 months prior to the snapshot date of 30 June 2025.

Pay Quartile Analysis

Pay quartiles are calculated by ranking all employees in order of hourly pay, then dividing the population into four groups according to their hourly pay. The lower quartile is made up of the first (lowest) 25% of the data points, the lower middle quartile of the next 25% etc. The proportion of men and women in each of these groups is then derived.



Percentage of Employees at each Pay Quartile





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