

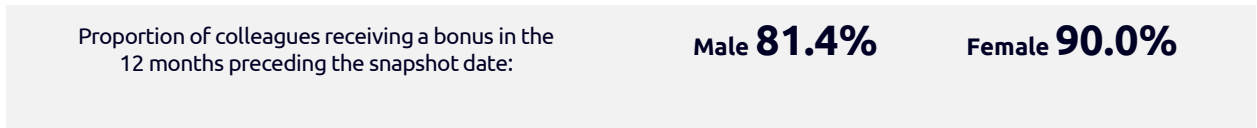
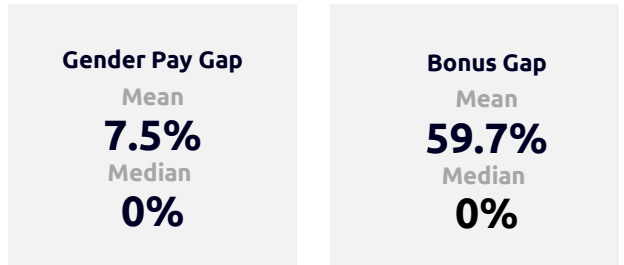
Gender Pay Gap Report 2025



Founded in 1969, C&D Foods is a leading Irish manufacturer of pet food, offering specially formulated cat and dog food of superior quality and value. C&D Food's operations in Ireland encompass a manufacturing facility in Edgeworthstown, Co. Longford and its corporate headoffice in Mullingar, Co. Westmeath. C&D Foods is part of the ABP Food Group.

C&D Foods is pleased to present its 2025 Gender Pay Gap Report in accordance with the Gender Pay Gap Information Act 2021.

For this report, the snapshot date was 30th June 2025.



The proportion of males and females in each quartile pay band:

Band	Males	Females	Description
1	64.1%	35.9%	Includes all employees whose standard hourly rate places them in the upper quartile
2	66.2%	33.8%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
3	78.2%	21.8%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
4	64.5%	36.5%	Includes all employees whose standard hourly rate places them in the lower quartile

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At C&D Foods, we are committed to rewarding people fairly and our pay decisions are based on market data and individual performance as is evident in our gender pay gap.

As of the snapshot date, 32% of our colleagues were female versus the 35% female representation in our 2024 Gender Pay report. Whilst the proportion of females employed within our business has decreased by c. 3% over the past 12 months, female representation within the lower quartile band has reduced by c. 8% year on year. The proportion of females receiving a bonus has increased by c.7% year on year. Over the past 12 months, our Gender Pay Gap has reduced by c. 1% to 7.5% in 2025. Females and males undertaking the same duties are paid the same basic salary and variable pay rates.

As part of our People Strategy, we have highlighted Inclusion & Belonging as one of our strategic priorities. C&D Foods actively seeks to promote a culture of diversity and inclusion. We seek to attract, retain and develop colleagues embracing their different backgrounds. We aim to ensure the equal participation of women and men in all areas of work, at all levels and locations ensuring equal access to the same recognition, reward and career progression opportunities. To embed this practically, we continue to roll out our performance and talent management program STRIVE with the view to having individually tailored conversations with each colleague about their career journey. Through this vehicle we can identify, support and champion female talent and monitor progress.

The approach to reward via compensation, bonus arrangements and recognition programmes continues to be reviewed annually to ensure our reward structures are appropriate, effective and fair. We are committed to 'equal pay for the same role'.

I confirm that the information and data reported is accurate as at the snapshot date of 30th June 2025.

Sinead Farrell
HR Director

(Note: As at the snapshot date, there were no formal part-time employment arrangements within our business and benefit-in-kind payments did not feature within our remuneration structures.)