

Gender Pay Gap Report 2025



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INTRODUCTION FROM HR



Welcome to the MBRYONICS Gender Pay Gap Report for 2025, this is a key component of our commitment to transparency and fairness across our organisation.

Our snapshot, taken on June 30th, 2025, reveals a highly encouraging result: the mean hourly gender pay gap is a minimal 0.32%. This figure confirms our dedication to equal pay, showing that men and women are paid equally for the same or similar roles at MBRYONICS.

We acknowledge the structural challenge reflected in the median pay gap, which is primarily driven by the current gender split in a sector historically dominated by men. To tackle this, we are continuing to intensify our efforts to build a more balanced workforce.

We are proud of the foundational work completed over the last year, including achieving the Investors in Diversity Bronze accreditation and introducing essential benefits like paid maternity leave and health insurance.

Our forward-looking Action Plan is focused on three strategic pillars to ensure equitable opportunities at all levels:

- 1. Representation & Recruitment:** Implementing measures like gender-balanced interview panels and gender-neutral job descriptions.
- 2. Progression & Development:** Actively developing opportunities for women to advance into senior technical and leadership roles.
- 3. Pay Practices & Transparency:** Ensuring consistency and fairness in preparation for the EU Pay Transparency Directive.

MBRYONICS is dedicated to creating an environment for fostering a diverse, inclusive, and equitable workplace for all employees and is key to our success as an organisation.

Carmel Mitchell
Head of People and Organisation development

02 ABOUT MBRYONICS



Investors in
Diversity

BRONZE

MBRYONICS is an award-winning Irish Space Technology and Deep-Tech company, founded in Galway in 2014. We are a world leader in advanced Photonics and Optical Communications hardware, dedicated to the development of cutting-edge satellite systems. Our mission is to "Build the Internet in Space" by providing ultra high-speed, secure data connectivity for telecommunications, Earth observation, and space exploration missions globally.

As a specialist in the space and defence technology sector, MBRYONICS operates within an industry traditionally marked by significant challenges in gender balance, particularly within highly technical roles such as Engineering, Optics, and Advanced Manufacturing.

Our workforce is predominantly composed of highly skilled engineers, physicists, and PhD-level scientists. While MBRYONICS is committed to achieving gender parity, the pipeline of talent in STEM fields remains a national and international challenge that directly influences our gender distribution across all pay quartiles, particularly at senior and leadership levels.



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METHODOLOGY

Snapshot Date: 30th June 2025

Reporting Period: 30th June 2024 – 30th June 2025

Publication Date: 30th November 2025

This report has been prepared in accordance with the Gender Pay Gap Information Act 2021 and the Employment Equality Act (Section 20A) (Gender Pay Gap Information) Regulations 2022 including amendments to this legislation made in 2024 and 2025.

The data used in this report is based on a snapshot date of 30th June 2025, with the reporting period covering the 12 months preceding this date.

The calculations follow the methodology set out in the regulations.

The gender pay gap figures represent the difference between the average hourly pay of men and women, expressed as a percentage of men's pay. Both the mean and median gender pay gaps have been calculated and benefits in kind.

Note that the gender pay gap is measured by calculating both the mean and median pay for all men and women and regardless of employee role, level, tenure or performance.

Pay includes basic pay. There are no shift premiums, overtime or other allowances in place in the organisation. Hourly pay has been calculated by dividing Basic by total working hours during the reference period.

Quartile pay bands have been created by ranking all employees from lowest to highest hourly pay and dividing them into four equal groups, showing the gender distribution within each quartile.

04 GENDER PAY GAP RESULTS

Our 2025 Results

Gender Pay Gap Data 2025	
Pay Gap Mean	0.32%
Pay Gap Median	9.56%
Pay Gap Mean - PT * Employees	N/A
Pay Gap Median - PT Employees	N/A
Pay Gap Mean - Temp Employees	N/A
Pay Gap Median - Temp Employees	N/A
Bonus ** Gap Mean	N/A
Bonus Gap Median	N/A
Bonus Participation - Male	N/A
Bonus Participation - Female	N/A
BIK Participation % - Male	9.43%
BIK Participation % - Female	18.52%

Where a gap is represented as a minus figure, it is in favour of women.

* No Part time employees

** No bonus scheme in place

Percentage of employees within remuneration quartiles

Quartile	Male	Female
Lower Quartile	60%	40%
Lower Middle Quartile	70%	30%
Upper Middle Quartile	75%	25%
Upper Quartile	60%	40%

Our Analysis of the Gender Pay Gap As of the snapshot date, the workforce at MBRYONICS consists of 66% men and 34% women.

The mean hourly gender pay gap is a minimal 0.32% indicating that, on average, men are paid 0.32% more than women across the organisation. This is a negligible difference and we believe it confirms our commitment to paying men and women equally for the same or similar roles.

The median hourly gender pay gap is 9.56%. This gap is driven by our current gender split and reflects the historical under representation of women in the deep technology and Engineering sectors from which we recruit. Our action plan will focus on addressing this.

Representation by Pay Quartile

Overall, the organisation's gender pay gap is primarily influenced by the representation of men and women across different levels and functions rather than by unequal pay for equal work. Representation is relatively balanced in the lower and upper quartiles, while a more pronounced imbalance exists at lower-middle and upper-middle levels.

We are committed to narrowing the gap by continuing to increase the representation of women across all role types and pay levels, ensuring fair and inclusive opportunities for career progression and leadership development.

Benefits in Kind Participation

Our benefits in kind scheme for this reporting period was applicable to a small group of staff and there was a greater uptake from women than men.

Focus areas to date

In the last year we focused on a number of key foundational areas, which included but were not limited to the following:

We were honoured to receive the Investors in Diversity Bronze accreditation which affirms that MBRYONICS have built strong foundations to embed Diversity and Inclusion (D&I) across our operations and are equipped for the journey of becoming richer in #FREDIE™ – Fairness, Respect, Diversity, Inclusion & Engagement.

- Introduction of paid maternity benefit for all employees
- Introduction of Health insurance for all employees
- Roll out of Employee Assistance Programme
- Increase in employer pension contributions
- Roll out of Manager Development programme
- Roll out of Diversity and Inclusion training for all employees
- Active involvement in a number of STEM, community engagement and charitable initiatives

05 ACTION PLAN FOR THE FUTURE



We will continue to work to improve gender balance and opportunities for all employees. Our commitment to these areas is focused on three strategic pillars: Representation and Recruitment, Progression and Development, Pay Practices and Transparency.

1. Representation and Recruitment -

Job descriptions will be screened to ensure they attract gender neutral candidates by removing gender coded language and focusing on essential skills rather than potential biased terms.

We are committed to using gender-balanced interview panels across all technical and management positions to ensure equitable hiring decisions and we will roll out interview training to all staff involved in the recruitment process.

We will continue our investment in our dedicated Graduate PhD Program for STEM graduates.

We are committed to fostering early interest in STEM and will focus on involvement in early education as the organisation grows.

2. Progression and Development -

We are focused on developing opportunities to advance women into senior technical and leadership positions, through training, mentorship and sponsorship.

We will continue to provide an ongoing series of wellness initiatives for both women and men, promoting work-life balance and psychological safety across the organisation.

Diversity & Inclusion awareness and training will be included as part of our onboarding process for new employees.

- 3. Pay Practices & Transparency** - In preparation for the EU Pay Transparency Directive, we are developing clear job categories and pay bands to support consistency and fairness across comparable roles. A pay review is underway to confirm alignment with this framework. These steps reinforce our commitment to equitable, and competitive pay practices.



For information about MBRYONICS visit
www.mbryonics.com