

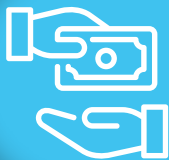
Gender Pay Report | ROI 2025

At Zeus, we are committed to building a workplace where our people are at the core of our success. Honesty, Trust, Respect, Progression and Equality are core values which are fundamental to our success as a business and to the wellbeing of our people.



Our commitment to our core values is further illustrated by investing in our people through our Mental Health Awareness Scheme, our inclusive Training and Professional Development Programme, which has been offered across the business, with strong participation from a diverse background of our people, and many of our participants have successfully progressed into senior leadership roles. Graduate programmes have been designed to attract highly talented graduates who will be the future of Zeus.

The company operates in a transparent environment around career pathways and promotion opportunities, ensuring all employees understand how they can develop and progress.



Flexible working arrangements, including hybrid options and adaptable start and finish times, support work-life balance and accommodate the diverse needs of our people. In addition, the achievements of our people are actively celebrated through internal communications, and recognition rewards. Zeus operates within a traditionally male-dominated industry, particularly in technical, operational, and logistic roles. This context has influenced the composition of our workforce and is reflected in this report, which includes group-level positions, where executive and senior roles are occupied by a higher proportion of males.

We recognise that our pay gap is influenced by a higher proportion of males in senior and leadership roles. This is a challenge faced across our industry, but one we are actively addressing through focused initiatives as outlined above and sustained action. Reducing our Gender Pay Gap and increasing female representation across all levels of the business are key priorities for Zeus.

As our business develops and opportunities arise, we continuously encourage females to join not only operational roles but senior leadership roles also. The proportion of males and females in each quartile remains consistent with the industry in which we operate. This can be seen when we look at quartile 1 which contains warehousing and logistics roles which are predominately held by males. Quartile 2 contains roles of a customer service and sales nature. However, as we progress to quartile 3, we see an 18% increase of female participation in management and leadership roles on quartile 2.

We are proud of the progress we have made in promoting equality and are determined to continue driving positive change. Closing the gender pay gap is not just a compliance requirement for Zeus, it is part of our broader vision to create a diverse and inclusive workplace where our people feel valued and empowered to succeed.

I confirm that the information and data contained in this report is accurate and has been calculated in accordance with mandatory guidance.

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Difference between males and females in Zeus Ireland

Gender Pay Gap

Mean	Median
25%	-3%

Gender Bonus Pay Gap

Mean	Median
19	0%

Gender Pay Gap Temporary Employees

Mean	Median
N/A	N/A

Gender Pay Gap Part Time Employees

Mean	Median
3%	-17%

Proportion of employees receiving a bonus

Female	Male
10%	46%

Proportion of employees receiving benefits in kind

Female	Male
8%	19%

Proportion of Males and Females in each pay quartile

	Male	Female
QUARTILE 4	75%	25%
QUARTILE 3	69%	31%
QUARTILE 2	74%	26%
QUARTILE 1	71%	29%