



ALCHEMY

Gender Pay Gap Review 2025



Alchemy Gender Pay Gap Review | 2025



Our Commitment to Equality



About Alchemy

We are a global leader in circular technology, delivering end-to-end solutions that drive sustainability, innovation, and transparency across every stage of the tech lifecycle. Recognised by Deloitte as a Growing New Technology winner in association with Google and listed among Ireland's Technology Fast 50, we partner with more than 3,000 organisations across 60 markets. To date, we have recovered, processed, and remarketed over 12 million devices worldwide. Through our four specialist divisions: Circularity, Trading, Callisto, and Loop, we help businesses and consumers extend the life of technology, reduce environmental impact, and accelerate the global transition toward a more circular economy.

Our Commitment to Fairness & Inclusion

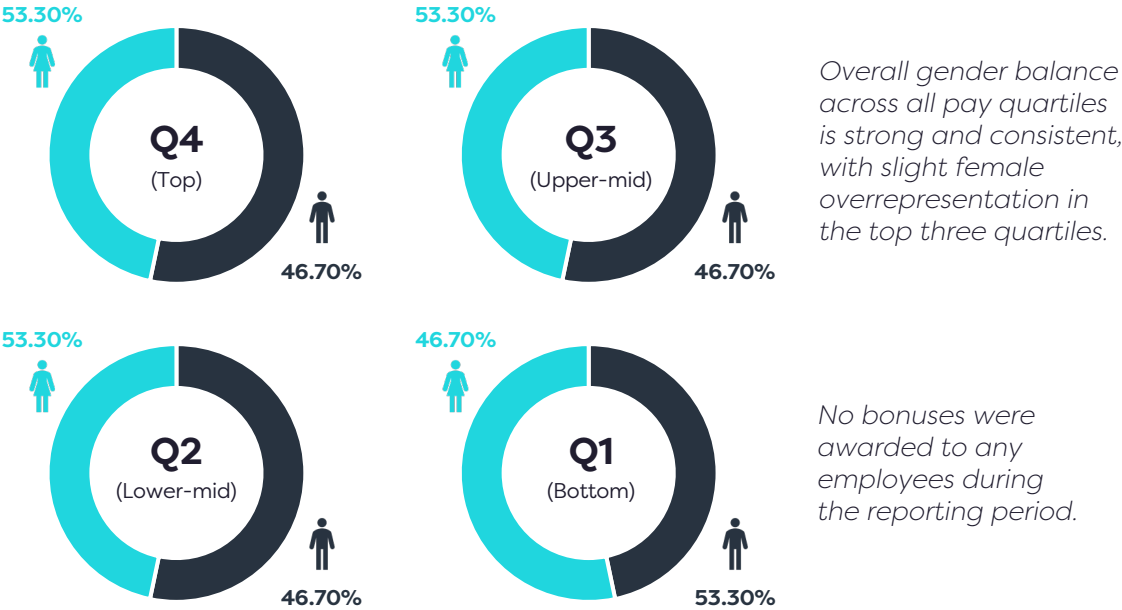
At Alchemy, we are committed to creating a workplace where everyone is treated fairly, compensated equitably, and provided with equal opportunities for growth. We value transparency, accountability, and continuous improvement in all aspects of our people management and development practices.

In line with legal reporting requirements, we produce and publish our Gender Pay Gap report annually. This report, based on data as of June 2025, ensures transparency and accountability across our organisation, while highlighting areas for progress and recognition.

Gender Pay Gap Results 2025

Metric	Result
Mean Hourly Pay (M)	€22.50
Mean Hourly Pay (F)	€23.71
Mean Hourly Pay Gap %	-0.05
Median Hourly Pay (M)	16.2
Median Hourly Pay (F)	17.95
Median Hourly Pay Gap %	-0.11

Negative percentages indicate women are paid more than men on average within the period.



Interpretation & Insights

The **negative pay gap** (in favour of women) is relatively unusual and reflects positive trends in representation and progression.

Likely contributing factors:

- Higher proportion of women in senior global roles as seen in Q4,Q3 and Q2.
- A balanced distribution of women across all levels of the organisation

With no bonus data, the focus remains on base pay and structural fairness.

Alchemy is proud of these outcomes and remains committed to fair, inclusive, and equitable practices that support all employees, regardless of gender.

Actions:

Even though the gender distribution across pay quartiles is relatively even, we are not complacent. To ensure continued fairness and opportunity for all, we will:

1. **Conduct a role-level review** of lower pay quartiles (Q1–Q2) to identify any patterns in role types, departments to level the representation numbers.
2. **Maintain transparency** in how roles are evaluated, compensated, and developed across the business.

Our commitment is not just to meet regulatory expectations, but to **lead by example in building an inclusive workplace where all talent thrives.**



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