



Metagenics Gender Pay Gap Report



1. Why we share this

Metagenics is a certified B Corporation, with Australia and New Zealand first achieving certification in 2019, followed by North America, Europe and Asia in 2022. That certification reflects something we hold close. We believe business should be a force for good, and that how we treat our people matters as much as the products we make. Our purpose is to help people live healthier, happier lives, and that purpose begins with the people who choose to build their careers with us.

Being a B Corp means meeting high standards of transparency and accountability and holding ourselves to them year after year. Publishing our gender wage gap is part of that. It is not always the easiest thing to share, but we believe openness, including about the areas where we still have work to do, is part of doing business responsibly. This report is one expression of an ongoing commitment to fairness, inclusion, and continuous improvement.

As our business has grown globally, so too has our ability to look at our people data in a more connected way. This is the first time we have brought together our gender wage gap data across all regions.

Doing this gives us a more complete view of where we are today, and where we can make the greatest impact. It allows us to take a more consistent, global approach to fairness, inclusion, and opportunity across our business.

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and that how we treat our people matters as much as the products we make***

2. What the gender wage gap means

The gender wage gap measures the difference in average earnings between men and women across our entire workforce. It is a simple, honest way to see patterns that might otherwise go unnoticed.

It helps to be clear about what the gap is, and what it is not. A gender wage gap is not the same as equal pay for equal work. Equal pay asks whether people are paid the same for the same or comparable roles. The gender wage gap is broader. It looks across every role and every level, regardless of the job, and compares average earnings overall. A workforce can pay people fairly for the work they do and still show a gap, most often because men and women are not evenly represented across all roles, functions, and levels of seniority.

Looking at this data helps us see where those imbalances sit, understand why they exist, and find where we can make meaningful change.

3. Our results

For the reporting period February 2026, covering our operations in Belgium, Australia, and North America, our overall mean gender wage gap was 16.41%.

We have also looked at how the gap sits across different levels of the organisation:

Level	Mean Gap
Senior Professionals and Division Heads (Directors, VPs, Executive Leadership Team)	8.47%
Management Employees (Senior Leadership Team)	4.99%
Operations and Support (including Supply Chain and Customer Service)	-1.78%*
Overall (Grand Total)	16.41%

* A negative figure means that, on average, women in that group earn slightly more than men. Executive leadership (CEO, COO, CFO) excluded due to small cohort size. Current mean gap is 100%, reflecting role representation. If we exclude CEO, COO and CFO the overall mean gap is 12.04%. We say more about this below, because it is one of the clearest examples of how representation, rather than unequal pay for equal work, shapes an overall number.

Our result is not unusual in the broader market. Publicly available reports show that many organisations continue to report double digit gender pay gaps, particularly where senior representation remains uneven, although it still highlights the need for continued action to improve gender balance and representation over time.

***Publishing our gender wage gap is part of holding ourselves accountable,
including being open about where we still have work to do***

4. What we are doing

We are treating this as a long-term commitment, not a one-off exercise. Our current actions include:

- Tracking year-on-year progress to evaluate the effectiveness of our pay equity initiatives.
- Steering committee dedicated to identifying and managing diversity and inclusion indicators in the workplace
- Recruitment and promotion practices designed to support fairness, including inclusive job advertisements, unconscious bias awareness training for hiring managers and minimum 2 decision makers for selection
- Succession planning and talent development across the business
- Flexible working and support for people across different life stages
- Gathering insight through regular engagement surveys and open dialogue, and translating what we hear into meaningful action.

We are taking action, we are learning as we go, and we know this work is ongoing.

5. Our commitment to inclusion and belonging

Our people are what set us apart. We want everyone at Metagenics to feel valued, respected, heard and supported, whatever their role, background or stage of life. Our focus on equitable pay is part of a broader commitment to inclusion, wellbeing and opportunity. When people feel they belong and can grow, they do their best work, and we move closer to our purpose of helping people live healthier, happier lives.

***Bringing together our global data for the first time gives us a clearer
view of where we are today and where we can make the greatest impact.***

6. Looking ahead

Transparency is most meaningful when it drives action. Publishing this report reflects our commitment to our people, our community, and our own standards of excellence. We see this as an evolving journey, guided by continuous measurement, open dialogue, and purposeful change. As a proud B Corp, we will share our progress candidly, because responsible business means holding ourselves to the highest standard

Methodology note

This report sets out Metagenics' gender wage gap for the period February 2026. The figures cover entity 017 Belgium, 021A Australia, and 078-090 North America. The reported gap is a mean (average) figure, calculated from full-year base salary plus short-term incentive (STIP), with all figures converted to United States dollars and recalculated to one full-time equivalent (1 FTE) to allow fair comparison across part-time and full-time roles. A positive figure indicates that men earn more on average; a negative figure indicates that women earn more on average within that group. Figures for our most senior executive roles reflect a very small population and should be read with that context in mind. Only countries with more than 200 employees are included (all other countries have fewer than 50 employees).



B-Corp certification is independent and legally audited evidence that at Metagenics we truly care about our mission to help as many people as possible to live happier, healthier lives. This starts with our own people internally here at Metagenics, and flows onto our external communities of customers, suppliers and partners.

This certification grades all aspects of our business, internally and externally, and sets the standard for the way in which we operate as a business now and in the future. We have always prided ourselves on our product leadership and the B-Corp certification reflects that our leading products are created ethically and are a force for good. We are now even more proud to lead our industry, and others, in this movement.



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