

SoftCo Gender Pay Gap

Report 2025



1. Introduction

The Gender Pay Gap Information Act 2021 requires all employers in Ireland with more than 50 employees to complete a gender pay gap analysis and publish an annual pay gap report. Employers must take a 'snapshot' of pay data each June and report on the remuneration of employees for the preceding 12-month period.

2025 is the first year that SoftCo is required to report our gender pay gap data for our employees based in Ireland. The data presented in this report reflects pay and bonus information for the period 01 July 2024 to 30 June 2025, in line with the requirements of the Act.

Gender pay gap reporting does not measure equal pay for equal work. Instead, it highlights the difference in average earnings between men and women across an organisation, regardless of role or seniority. The purpose of this reporting is to provide transparency, support understanding of workforce representation patterns, and encourage meaningful action to address any imbalances.

Under the Act, SoftCo is required to report the following:

- Mean and median hourly pay gaps between men and women.
- Mean and median bonus gaps between men and women.
- The proportion of men and women who received a bonus.
- The proportion of men and women who received benefits in kind.
- The proportion of men and women in each of the four equally sized pay quartiles.

SoftCo is committed to fairness, transparency, and maintaining an inclusive workplace. This report sets out our results for 2025, explains the underlying drivers of our gender pay gap, and outlines the actions we are taking to support balanced representation across our organisation.



2. SoftCo Results

Gender Pay Gap

This compares the mean (average) and median (mid-point) hourly pay for all men and women in the company.

Hourly Pay Gap	Mean Gap	Median Gap
Hourly Remuneration – All Employees	37.59%	29.14%
Hourly Remuneration – Part-Time Employees	-10.29%	-10.29%

The mean gender pay gap of 37.59% shows that, on average, men earn 37.59% more per hour than women.

The median gender pay gap of 29.14% shows that the midpoint hourly pay for men is 29.14% higher than for women.

For part-time employees, the mean and median gender pay gaps are -10.29%, which means that women working part-time earn 10.29% more per hour than men working part-time.

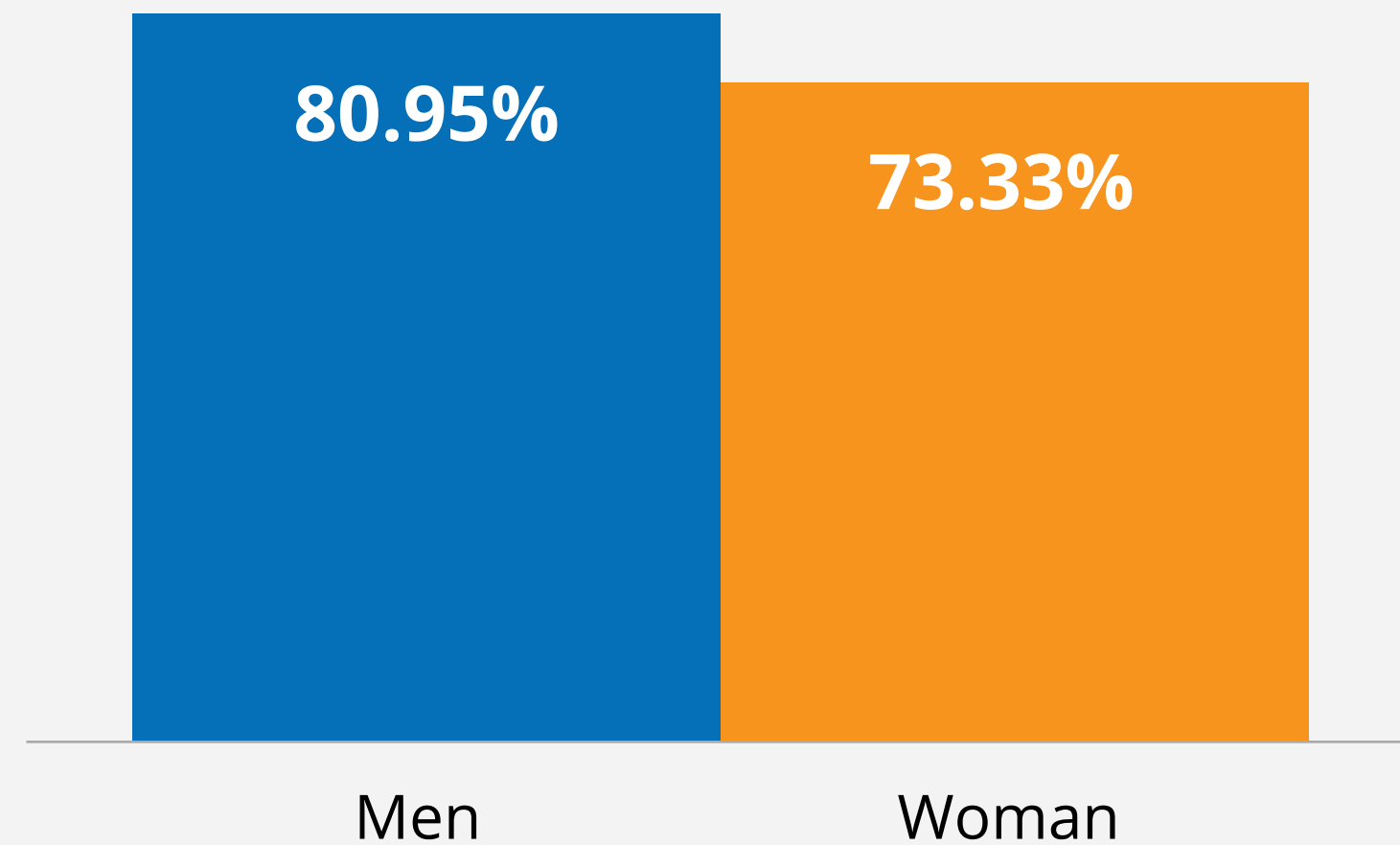
We were unable to calculate mean or median hourly pay gaps for temporary employees because there was not at least one man and one woman in temporary roles on the snapshot date.

2. SoftCo Results

Bonus

This section shows the percentage of employees who received a bonus during the reporting period, and the difference in average bonus payments between men and women.

Employees receiving a bonus



During the reporting period, 80.95% of male employees received a bonus, compared with 73.33% of female employees.

Bonuses	Mean Gap	Median Gap
Bonus Remuneration – All Employees	62.43%	38.40%

A mean bonus gender pay gap of 62.43% means that, on average, men received bonus payments that were 62.43% higher than those received by women.

A median bonus gender pay gap of 38.40% means that the midpoint bonus amount for men was 38.40% higher than the midpoint bonus amount for women.

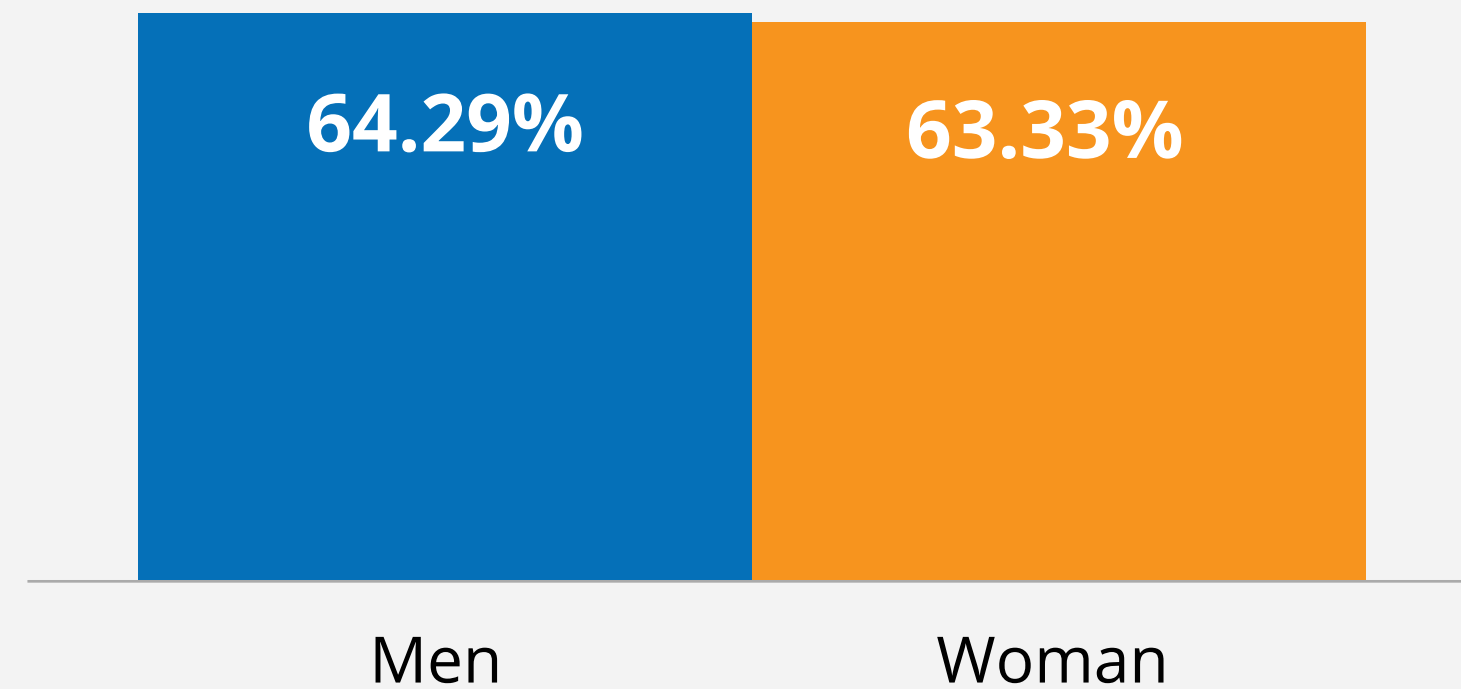
The bonus pay gap is significantly influenced by the fact that our commission-earning sales roles were held exclusively by male employees during the reporting period. Commission payments are included within the bonus calculation, which increases the average and median bonus for male employees.

2. SoftCo Results

Benefits in Kind

This section shows the percentage of employees who received a benefit in kind (BIK) during the reporting period. Benefits in kind refer to non-cash benefits provided to employees such as private health insurance.

Employees receiving a benefit in kind



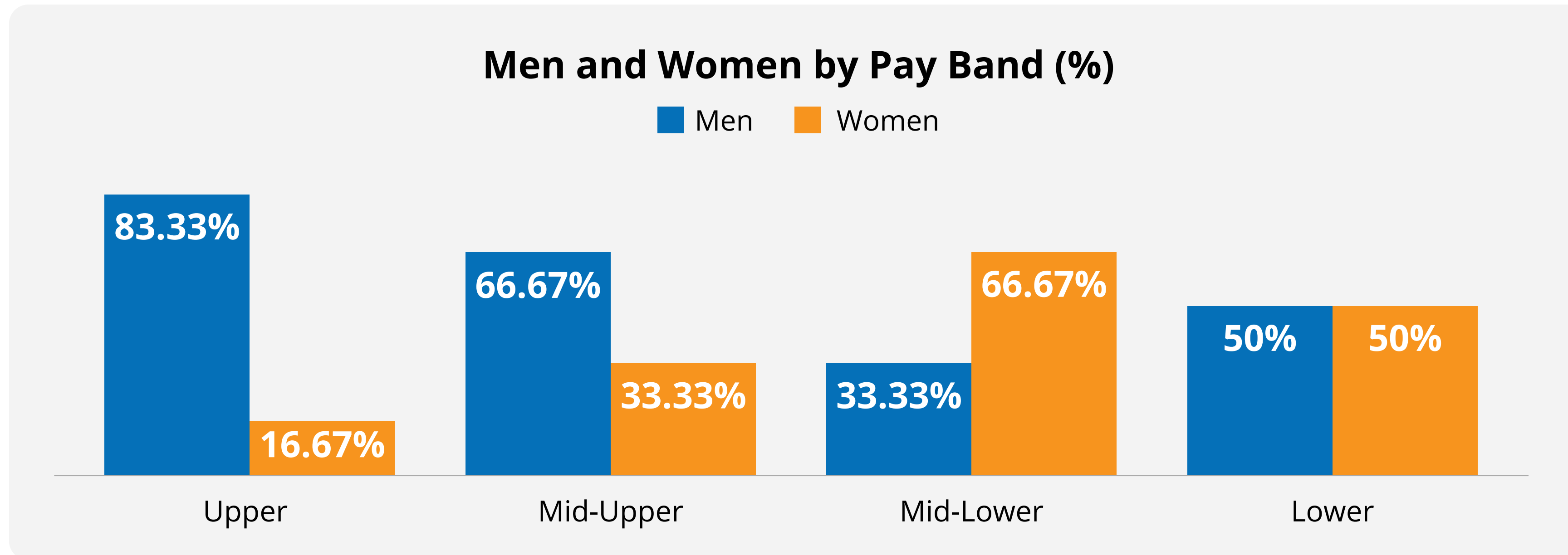
BIK is received at similar rates between men (64.29%) and women (63.33%).



2. SoftCo Results

Pay Quartiles

This shows the percentage of men and women in four equal-sized pay bands from lowest to highest paid.



Men make up the majority of employees in the upper and mid-upper quartiles, while women are more represented in the mid-lower quartile. Representation in the lower quartile is evenly split. This distribution reflects how men and women are spread across different levels and functions within the organisation.

3. Understanding our Gender Pay Gap

During the reference period, SoftCo employed 72 people in Ireland, comprising 42 men and 30 women. Our gender pay gap results reflect the distribution of this population across different roles, levels, and functions within the organisation.

As shown in the pay quartiles, men make up the majority of employees in the upper and mid-upper quartiles, while women are more represented in the mid-lower quartile, with equal representation in the lower quartile. This pattern reflects where men and women are currently positioned within the organisation.

A higher proportion of men hold senior, specialist, and technical roles, including in higher-paid departments such as product, engineering, and sales leadership. These roles attract higher

levels of remuneration and bonus eligibility, which influences the average hourly and bonus pay gap figures.

Because we are a 72-person organisation, a relatively small number of higher-paid senior roles has a noticeable impact on mean averages.

Overall, the gender pay gap reflects the workforce composition during the reference period rather than differences in pay for comparable roles.



4. How are We Supporting Gender Equality

SoftCo is committed to supporting a fair and inclusive workplace where all employees have the opportunity to grow and progress. As this is our first statutory gender pay gap report, we are using these insights as a foundation for further action. Over the next year, we will focus on a number of meaningful initiatives that support balanced representation and strengthen inclusion across the organisation.

Our priority actions include:

Improving clarity and transparency around career opportunities

We will review how career progression and opportunities for advancement are communicated across the organisation to ensure clarity and transparency for all employees.

Ensuring fair, inclusive and consistent recruitment practices

We will review our recruitment processes to ensure they remain objective and inclusive, including the use of gender-neutral job descriptions, balanced candidate sourcing, and structured, merit-based assessments. Our aim is to broaden access to diverse talent across all disciplines.

We see this first statutory report as the starting point for continued progress and will monitor our actions over the coming year as we further strengthen our approach to equality and inclusion at SoftCo.

Reviewing policies to support flexibility, balance and fairness

We will review key workplace policies, including flexible working and parental supports, to ensure they continue to meet the needs of a diverse workforce and enable all employees to balance career progression with personal responsibilities.

Ensuring fairness and consistency in pay-related decisions

We will monitor pay decisions to support fairness and consistency across the organisation.

