

Ireland Pay Gap Report

2024-2025

Introduction



Gender pay gap reporting in Ireland is governed by the Gender Pay Gap Information Act 2021, which amended the Employment Equality Act 1998, and the accompanying Gender Pay Gap Information Regulations 2022. These regulations set out the calculations and disclosures employers must provide, including mean and median pay gaps, bonus data, and pay quartiles by gender.

In 2025, reporting requirements extend to organisations with 50 or more employees, with reports due within five months of the June snapshot date. Accordingly, for our 30 June 2025 snapshot, this report will be published by 30 November 2025.

While this is the first year Welocalize Ireland has been required to report under the Act, we have long been committed to monitoring pay equity globally. Using Syndio's Pay Equity platform, we proactively analyse compensation data to identify and address potential gaps before they arise, ensuring our pay practices remain fair, transparent, and aligned with our values of inclusion and equity.

This report sets out:

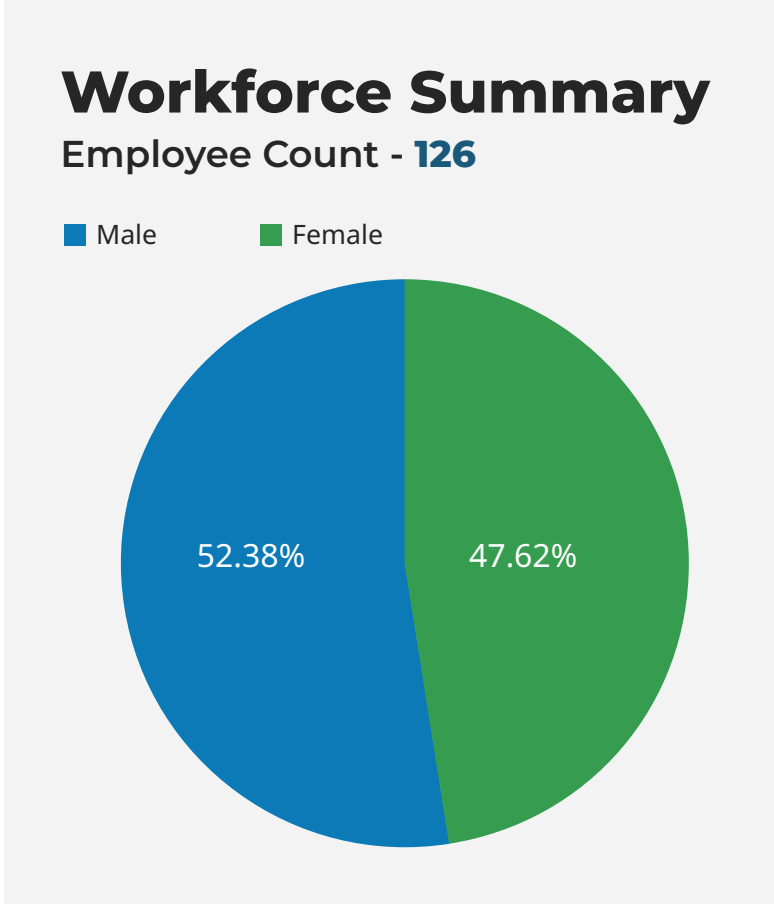
- The mean and median hourly gender pay gaps (overall, part-time, and temporary contract employees).
- The mean and median gender bonus gaps.
- The proportion of males and females receiving bonuses and benefits-in-kind.
- The proportion of males and females in each pay quartile.
- An explanatory narrative outlining contributing factors and actions to support ongoing equity.

Understanding the Gender Pay Gap

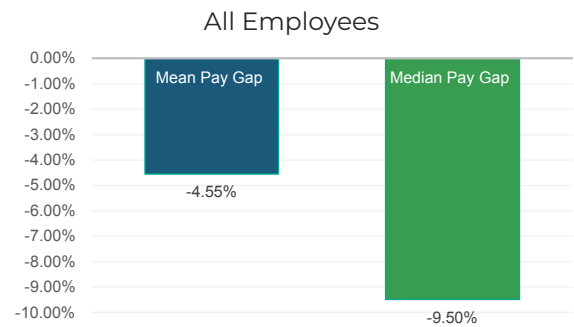
The gender pay gap represents the difference between the average pay of men and women across the workforce, expressed as a percentage of men’s pay.

It does not measure equal pay for equal work (which is already a legal requirement in Ireland), but rather reflects how men and women are distributed across roles, levels, and functions within the organisation.

Gender pay gaps often occur where men are more represented in higher-paid roles or women are more represented in lower-paid or part-time positions. Reducing the gap requires sustained focus on representation, progression, and opportunity, areas Welocalize continues to prioritise through inclusive policies, equitable promotion practices, and transparent pay structures.

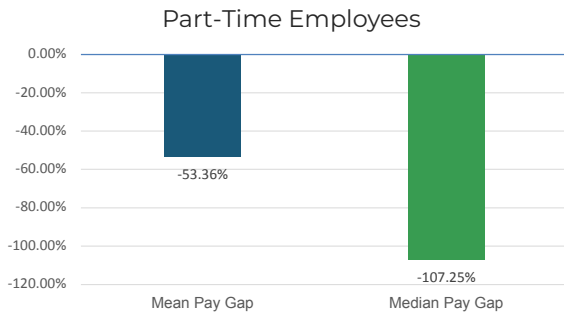


Hourly Gender Pay Gap

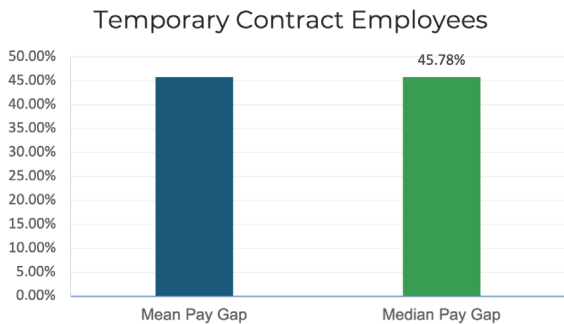


A negative percentage indicates that women are paid more than men on average within that group.

For all employees, women’s average hourly pay is 4.55% higher (**mean**) and 9.50% higher (**median**) than men’s. This means that, when looking at average hourly earnings across our entire Irish-based workforce, women are paid slightly more than men on both an average and median basis.



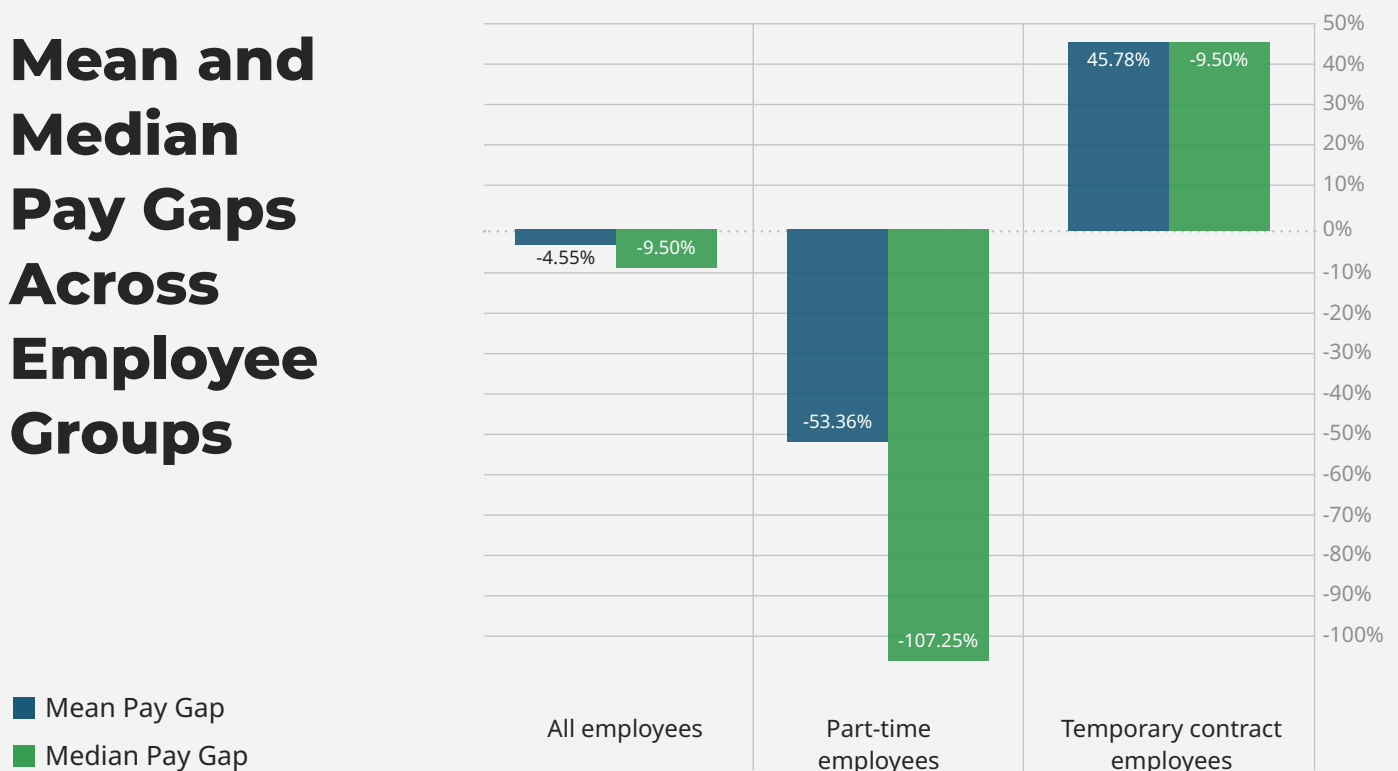
Among part-time employees, this difference is larger, women earn 53.36% more than men on average. This reflects the small number of part-time roles and the specific positions held by women within this group.



Among temporary contract employees, men earn 45.78% more than women on average. This figure is based on a very small group, two employees, and is influenced by start dates rather than any difference in pay. Both individuals are part of the same team and hold roles with identical annual salaries; however, as the female employee joined later in the reporting period, her pro-rated earnings for the year were naturally lower.

Overall, these figures reflect how men and women are distributed across different roles and employment types within the organization, rather than any pay inequity for comparable work.

Mean and Median Pay Gaps Across Employee Groups



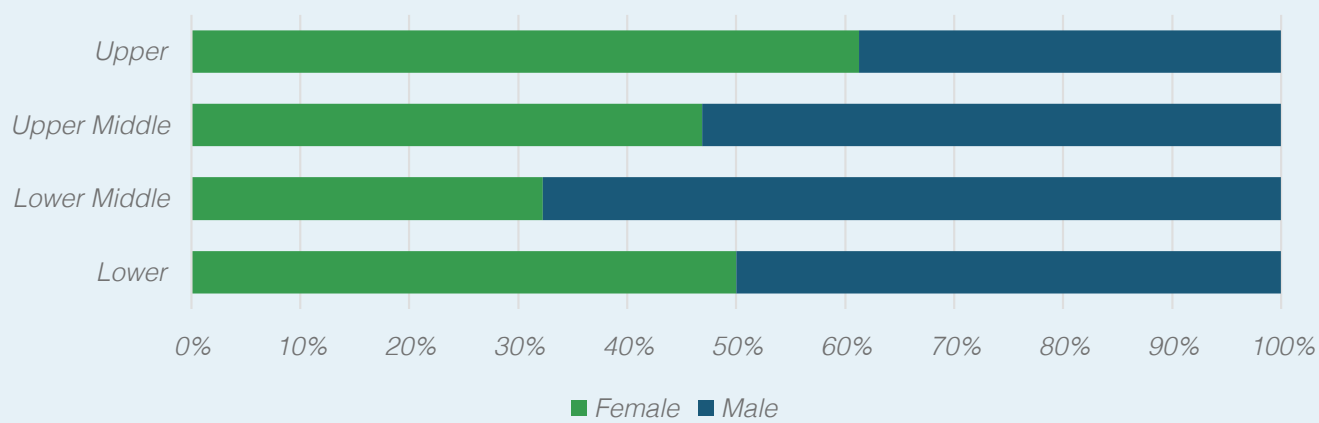


Pay Quartiles

Pay quartiles divide all employees into four equal groups based on their hourly pay, from the lowest (lower quartile) to the highest (upper quartile). Each quartile contains 25% of employees. The percentage of women and men in each quartile shows how each gender is represented across different pay levels within the organization.

Women are well represented across all pay quartiles and are particularly strong in the **upper quartile (61.29%)**, indicating a high level of female participation in senior and higher-paid roles. This distribution reflects our continued focus on gender representation at all levels of the organization, and particularly in leadership positions.

Quartile Hourly Pay Bands



Bonus Gender Pay Gap & Participation Gap

Mean bonus gap: Men's average bonus pay is **66.45%** higher than women's.

Median bonus gap: Women's median bonus pay is **47.75%** higher than men's.

In simple terms, this means that while a small number of men receive higher average bonuses, largely due to commission-based roles, the typical woman at Welocalize earns a higher bonus than the typical man.

Welocalize operates **two types of bonus structures**:

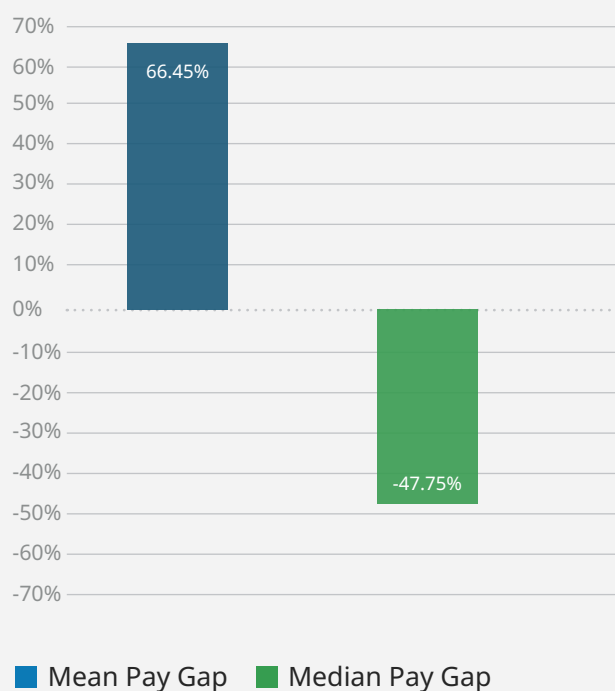
- 1. Corporate Bonus Scheme** - a defined framework available to employees at certain levels within the business.
- 2. Commission-Based Bonus** - typically associated with sales roles, where bonuses vary significantly based on performance and market factors.

The mean gap is influenced by a greater number of men in commission-based sales positions, where top performers may receive higher bonuses. In contrast, the median gap reflects that most women receive bonuses that are higher than those of most men, highlighting



Employee Group

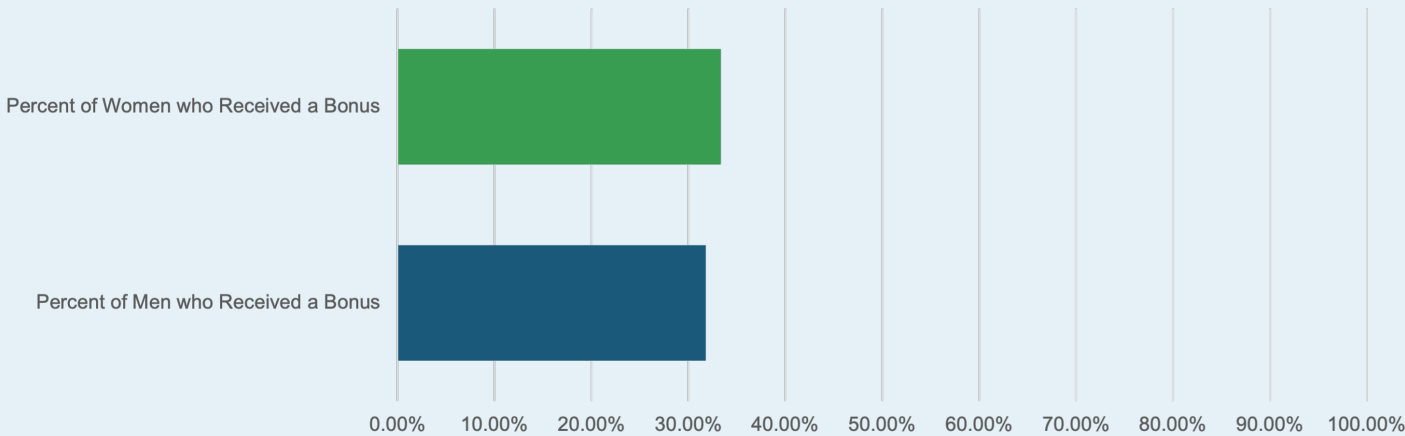
All employees



strong participation in our structured corporate bonus program.

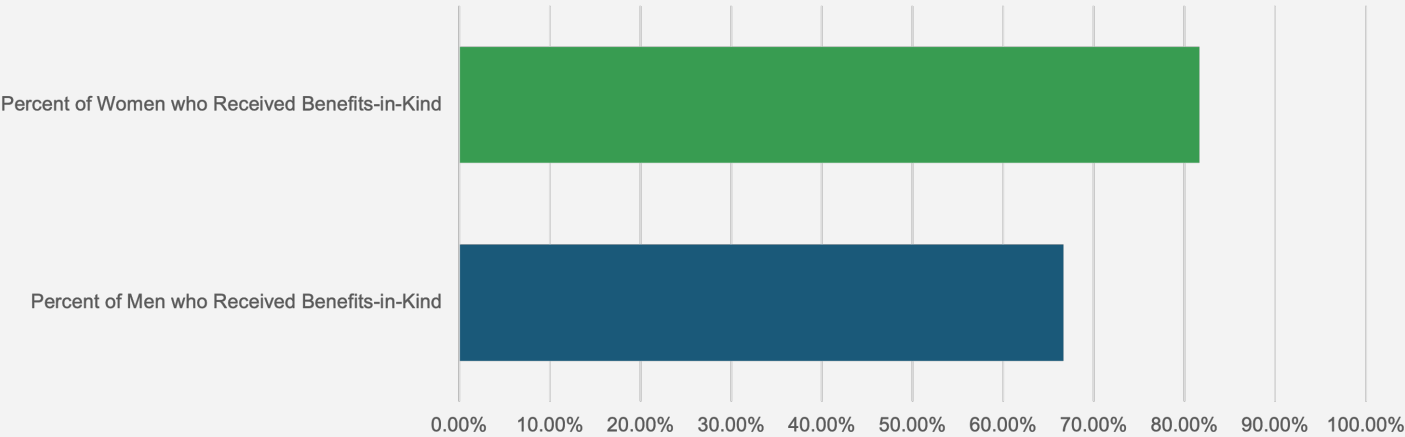
It is also worth noting that a slightly higher proportion of women received bonuses or benefits-in-kind during the reporting period, reflecting broad and equitable access to company-wide incentive programs.

Bonus Distribution



In 2025, the Irish Sales team expanded to include a new female team member, further supporting progress toward greater gender balance in commission-eligible roles and across all bonus structures.

In-Kind Benefits Distribution





Our Guiding Principles

Our culture and success are built on four Guiding Principles that shape how we lead, collaborate, and innovate, driving a high-performance, accountable, and continuously improving workplace.

Commitment to Excellence



We set high standards, act with integrity, and deliver exceptional results that make a lasting impact.

Winning Together



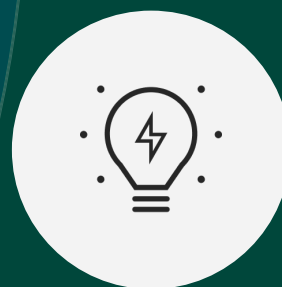
We celebrate diversity and unity, supporting and inspiring one another to achieve shared goals.

Customer Obsession



Our customers guide every decision. We listen, adapt, and act with purpose to deliver trusted, meaningful value.

Relentless Innovation



We challenge convention, embrace change, and continuously evolve to drive smarter growth.

Together, these principles strengthen our culture of accountability, curiosity, and progress, empowering us to deliver excellence across everything we do.

Our Commitment to Fair and Equitable Pay

At Welocalize, fairness and transparency are central to how we reward our employees. We have established structured compensation frameworks, including:

- Defined salary bands, job families, and job profiles to promote clarity and consistency.
- Annual compensation reviews that help us identify and address any pay equity concerns.
- Corporate bonus schemes available from certain management levels, reflecting both performance and role accountability.

While compensation increases are not automatically guaranteed, our annual review process ensures that fairness, transparency, and equity are consistently applied.



Representation & Leadership

As a global organization, Welocalize is proud to champion gender diversity and inclusive leadership across all regions. With 62.5% of the executives reporting directly to our CEO being women, representation at the highest level reflects our commitment to empowering women and ensuring diverse voices help shape our strategy and success worldwide.

In Ireland, women play a vital role in shaping our culture, guiding teams, and driving strategic direction. Our senior leadership team is evenly balanced at 50% women and 50% men, and across other leadership roles, women make up 60.9% of leaders. This representation reflects our ongoing commitment to equality, empowerment, and opportunity for all.

Inclusion, Belonging, and DEI Initiatives

Building Inclusion Through Employee-Led Communities



At Welocalize, we know that inclusion is key to engagement, innovation, and success. We are proud of our **Welocalize Employee Network Groups (WENGs)**, which include several employee-led communities celebrating the diversity of our global workforce.

One of our most active groups, **Women of Welocalize**, together with **Allies of Women**, creates a safe and supportive environment for open dialogue. These groups hold quarterly calls where employees discuss topics that matter to them, from career growth and wellbeing to equality and representation. The groups are employee-led and ambassador-driven, supported by company sponsorship that allows members to dedicate time to organise and lead sessions.

We also have a strong internal focus on **Diversity, Equality & Inclusion** with our own employee-led DEI committee 'UNITE',

who regularly share updates and resources with our global workforce. This ensures DEI remains active, visible, and integrated across all aspects of our culture.

Progressive People Journey Policies

Welocalize Ireland has introduced inclusive policies to support wellbeing, equity, and belonging. These include enhanced family leave top-ups, and dedicated policies for gender affirmation, menopause, neurodivergence, and fertility, providing flexibility, understanding, and practical support for all employees.

Building a Stronger Workplace Through Employee Voice

We run regular Peakon surveys to gather employee feedback, helping us identify trends, celebrate successes, and act quickly on opportunities for improvement, ensuring our people have a strong voice in shaping our culture.

Our Actions and Ongoing Commitments

We take a structured, data-driven approach to reducing our gender pay gap and improving representation. Our priorities include:

- **Strengthening representation at all levels** by encouraging balanced candidate shortlists and inclusive recruitment practices.
- **Empowering women through development** opportunities, mentoring, and leadership programmes.
- **Ensuring pay transparency** through clear job families, salary bands, and career pathways.
- **Embedding accountability** by reviewing DEI data regularly and tracking progress.
- **Supporting work-life balance** and flexibility to ensure equitable access to advancement opportunities.
- **Listening to our people**, leveraging insights from WENGs and DEI ambassadors to drive continuous improvement.



Closing Statement



This is the first year Welocalize has been required to report on the gender pay gap in Ireland, following the expansion of national reporting requirements to organisations with 50 or more employees. However, this does not mark the beginning of our journey, we have long been committed to proactively monitoring pay equity across all locations.

We're proud of the strong representation of women at all levels of our Irish workforce and remain dedicated to ensuring fair, transparent, and data-driven pay practices through Syndio's Pay Equity platform. This report is both a celebration of progress and a reaffirmation of our commitment to equality, inclusion, and opportunity for all.