

Gen Digital | Ireland Gender Pay Gap Report 2025

Introduction & Regulatory Context

At Gen Digital, we believe that fairness, inclusion, and opportunity are essential to our success and culture. We are proud to build a workplace that values equity and fosters growth for all employees across our entire company and our Irish operations.

In line with Ireland's Gender Pay Gap Information Act 2021 and related regulations, all employers with 50 or more employees are required to publish their gender pay gap results annually. This includes reporting the mean and median hourly and bonus pay gaps, the proportion of men and women receiving bonuses and benefits-in-kind, and the distribution of men and women across four pay quartiles. This report provides our 2025 gender pay gap results and explains the factors contributing to them.

It is important to note that gender pay analysis compares compensation received by all women to the compensation received by all men on an aggregated basis, without adjusting for role, seniority, location or performance. Gender pay is not the same as equal pay, and gender pay analysis is directly impacted by employee demographics.

We are committed to equal pay for equal work, and our compensation policies and practices reinforce this philosophy. It is our commitment to invest in talented employees who represent a diverse range of experiences, skills, backgrounds and perspectives across many dimensions. This enables our employees to grow and build successful careers and us to accomplish our objectives and maintain our leadership as a premier player in cyber safety and financial wellness.

2025 Ireland Gender Pay Results

The below results are based on a snapshot date of 30 June 2025.

Hourly Pay Gap

What is it? The difference in hourly pay between male and female employees, as a percentage of the hourly pay for male employees.

9.5% (Mean)	14.0% (Median)
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Bonus Pay Gap

What is it? The difference in bonus pay between male and female employees, as a percentage of the bonus pay for male employees.

11.4% (Mean)	8.6% (Median)
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Bonus Pay Recipients

What is it? The percentage of male and female employees who received bonus pay during the 12-month period preceding the snapshot date.

93.7% (Female)	94.9% (Male)
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Benefits in Kind Recipients

What is it? The percentage of male and female employees who received benefits in kind during the 12-month period preceding the snapshot date.

100% (Female)	100% (Male)
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Note: As stated in the methodology section, the gender pay gap results do not represent an equal pay assessment and do not consider the factors that determine whether men and women performing the same or similar work are paid equally.

Pay Quartiles

What is it? The percentage of male and female employees in each pay quarter, based on hourly pay.

2025	Lower	Lower Middle	Upper Middle	Upper
Female	61.1%	48.6%	22.9%	44.4%
Male	38.9%	51.4%	77.1%	55.6%

2025 Key Takeaways

Hourly & bonus pay gaps is likely driven by two contributing factors: 1) a higher proportion of men in technical roles and 2) a higher proportion of men that occupy leadership roles vs. individual contributor roles. These two factors also mainly drive the gap with a higher proportion of men in the upper pay quartiles.

Bonus participation rates underscore equal access to bonus eligibility with men and women both following the same grade-driven bonus opportunity. Both men and women received the same benefits-in-kind and have equal access to our benefit plans.

Conclusion

Overall, our results highlight gender balance and equitable reward outcomes. The variation reflects workforce composition; more men in senior roles and therefore receiving higher pay due to role level. Our 2025 gender pay gap results for hourly and bonus are below 2024 industry averages of 14.2% and 24.7%. This report and outcomes highlight our commitment to fair rewards, transparency, and inclusive growth. We remain dedicated to ensuring equitable pay for equal work and to building a workplace where all employees have the opportunity to thrive and succeed.

Pay Gap Definitions & Methodology

Hourly Pay (Mean & Median):

Calculated from the statutory snapshot period in June 2025. The mean hourly pay gap measures the percentage difference between average hourly pay for men and women; the median gap compares the midpoint of all male and female hourly pay.

Bonus Pay (Mean & Median):

Calculated using all bonuses paid during the 12 months up to June 2025. The mean bonus gap compares average bonus pay between men and women; the median gap compares midpoints.

Bonus and Benefits-in-Kind Participation:

Shows the proportion of men and women who received any bonus or non-cash benefit (e.g., healthcare, ESPP) during the 12-month period.

Pay Quartiles:

Employees are ranked by hourly pay and divided into four equal groups. The percentage of men and women in each quartile indicates representation at each pay level.

It's important to note that **the gender pay gap is not the same as equal pay**. The gender pay gap measures average pay differences across all men and women and reflects representation and role mix. Equal pay, in contrast, assesses whether men and women performing the same or similar work are paid equally.

Gen Digital maintains **gender-neutral pay structures** and regularly reviews roles and pay decisions to ensure equity and consistency.