Gen Digital | Ireland Gender Pay Gap Report 2026

Introduction & Regulatory Context

At Gen Digital, we believe that fairness, inclusion, and opportunity are fundamental to our culture and long-term success. We are proud to build a workplace that values equity and fosters growth for all employees across our entire company, including our operations in Ireland.

In accordance with Ireland's Gender Pay Gap Information Act 2021 and related regulations, 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 2026 gender pay gap results for Ireland and explains the factors contributing to them.

Gender pay gap analysis compares the compensation received by women and men across the relevant employee population on an aggregated basis. It does not adjust for factors such as 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. We also remain focused on attracting, developing, and retaining talented employees who bring diverse experiences, skills, backgrounds, and perspectives. 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.

2026 Ireland Gender Pay Results

The below results are based on a snapshot date of 30 June 2026.

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.

5.40% (Mean)	**6.89%** (Median)

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.

3.36% (Mean)	**12.43%** (Median)

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.

100% (Female)	**98.68%** (Male)

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.

98.36% (Female)	**93.42%** (Male)

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.

2026	Lower	Lower Middle	Upper Middle	Upper
Female	54.29%	41.18%	41.18%	41.18%
Male	45.71%	58.82%	58.82%	58.82%

2026 Key Takeaways

The mean hourly pay gap narrowed to 5.40%, down from 9.5% in 2025, and the median hourly gap reduced to 6.89%, down from 14.0%. The hourly and bonus pay gaps are likely driven by workforce composition, with a higher proportion of men in technical roles across job levels, while women in technical roles are more concentrated at junior levels and have greater representation in non-technical roles. These factors also contribute to the higher representation of men in the upper 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. Lower benefits-in-kind participation among men is attributable to their benefit enrollment falling outside the 2026 gender pay gap reporting period based on their hire dates.

Conclusion

Overall, our results highlight gender balance and equitable reward outcomes. The variation reflects workforce composition; more men in technical roles across job levels therefore receiving higher pay due to role and level. 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 2026. 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 2026. 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.