

FINEOS Ireland Gender Pay Gap 2024



A Message from our Chief People Officer

At FINEOS, Diversity, Equity, and Inclusion are embedded into the core of our company culture. Our culture underpins everything we do, and our people are the foundation of our success. Embracing our differences and cultivating an inclusive, fair, and diverse work environment is key to our strategy and supports us in achieving our company mission and vision.

We recognise that closing the gender pay gap and embracing sustainable practices are not just matters of compliance, but critical components of our broader mission to create a diverse, inclusive, and environmentally conscious workplace. We are dedicated to implementing meaningful changes that support the growth and development of all our employees, regardless of gender, while also contributing to a sustainable future.

In our third year of reporting, we are pleased to share that for the second consecutive year, we continued to reduce our gender pay gap. This year, our mean pay gap is 10.6%, and our median is 5.9%. This progress reflects our ongoing commitment to fostering a diverse, equitable, and inclusive workplace.

Joanne McMullan
Chief People Officer, FINEOS



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Our commitment remains strong as we continue focusing on key areas such as recruitment and selection, flexible working practices, and our Women in Tech Employee Resource Group (ERG).

While we celebrate this progress, we recognise that closing the gender pay gap is an ongoing journey, reflecting the broader challenge of our industry to increase gender representation overall and in particular those in higher-paying roles and leadership positions across the Technology Sector.

What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. This includes; basic pay, allowances, overtime and performance-related bonuses. It is important to note that gender pay is not the same as equal pay. Equal pay is about men and women receiving equal pay for carrying out the same or similar roles or 'work of equal value'.

FINEOS Ireland Gender Pay Gap 2024

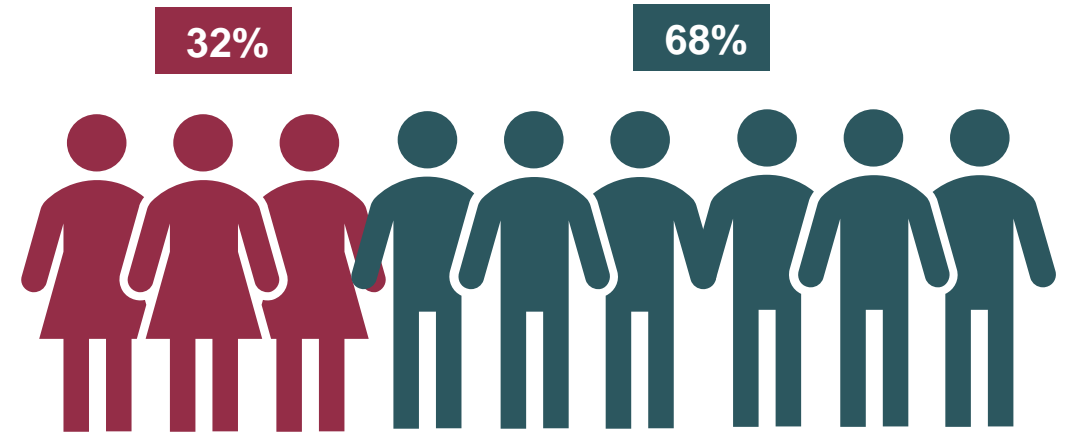
	2022	2023	2024
Mean	17.0%	16.9%	10.6%
Median	11.7%	10.5%	5.9%

Mean – this is calculated by adding the hourly payment of all employees together and dividing by the number of employees

Median – this is calculated by ordering the hourly payment of all employees from smallest to largest and finding the middle value

Our Workforce Gender Breakdown

	2023	2024
% Male	67.6%	68.4%
% Female	32.4%	31.6%
Lower Quartile	62.1% (M) 37.9% (F)	65.6% (M) 34.4% (F)
Lower Middle Quartile	62.1% (M) 37.9% (F)	60.0% (M) 40.0% (F)
Upper Middle Quartile	77.0% (M) 23.0% (F)	75.3% (M) 24.5% (F)
Upper Quartile	77.9% (M) 22.1% (F)	77.5% (M) 22.5% (F)



Gender Representation in the Tech Sector

Our gender breakdown reflects broader industry trends within the tech sector. Historically, the Tech Industry has seen a lower representation of women due to various factors, including societal stereotypes, a lack of early encouragement for girls to pursue STEM fields, and higher attrition rates. Despite these challenges, FINEOS is committed to fostering a more inclusive environment through our equitable recruitment strategies, supporting STEM education for young women, and promoting gender diversity at all levels of our organisation.

**Note - This report is based on legal gender categories. We acknowledge that our people may identify differently*



Actions Addressing the Gender Pay Gap at FINEOS



Recruitment and Selection Practices – Continually evolving recruitment and selection processes, ensuring diverse candidate pools and equitable hiring practices.



Hybrid and Flexible Working Arrangements - We promote hybrid and flexible working options to support work-life balance, ensuring these arrangements were accessible to all employees and fostering an inclusive work environment.



Salary Structure and Analysis - We conduct regular comprehensive salary benchmarking to ensure fairness and equity, using data analytics to support an equitable pay structure.



Employee Resource Groups (ERGs) – We leverage the LEANIn™ development framework with the FINEOS Women in Tech Employee Resource Group (ERG) focusing on leadership, education, advocacy, networking, and empowerment.

Appendix: Gender Pay Gap Information Act Reporting Requirements

(Snapshot date: 30 June 2024)

Glossary

Mean – this is calculated by adding the hourly payment of all employees together and dividing by the number of employees

Median – this is calculated by ordering the hourly payment of all employees from smallest to largest and finding the middle value

Quartiles – these are found by ordering the hourly payment of all employees from smallest to largest and dividing them into 4 sections.

Bonus payments – this includes contractual and performance-related bonuses, commissions, referral awards, long service awards, and peer-recognition awards.

Benefits-in-kind (BIK) – this refers to non-cash benefits, e.g. health insurance.

Gender Pay Gap Requirements	Percentage 2023	Percentage 2024
Mean hourly gender pay gap (all)	16.9%	10.6%
Mean hourly gender pay gap (Part-Time)	6.1%	-3.6%
Mean hourly gender pay gap (Temporary contract)	N/A	N/A
Median hourly gender pay gap (all)	10.5%	5.9%
Median hourly gender pay gap (part-time)	7.4%	0.9%
Median hourly gender pay gap (Temporary contract)	N/A	N/A
Mean hourly bonus gender pay gap (all)	38.9%	51.7%
Median hourly bonus gender pay gap (all)	28.0%	-28.7%
Percentage of employees per gender to receive a bonus remuneration	95.9% (M)	55.3% (M)
	91.5% (F)	57.3% (F)
Percentage of employees per gender to receive benefits-in-kind	91.1% (M)	91.2% (M)
	86.4% (F)	85.4% (F)
Percentage of employees within lower remuneration quartile	62.1% (M)	65.6% (M)
	37.9% (F)	34.4% (F)
Percentage of employees within lower middle remuneration quartile	62.1% (M)	60.0% (M)
	37.9% (F)	40.0% (F)
Percentage of employees within upper middle remuneration quartile	77.0% (M)	75.3% (M)
	23.0% (F)	24.5% (F)
Percentage of employees within upper remuneration quartile	77.9% (M)	77.5% (M)
	22.1% (F)	22.5% (F)

