



FINEOS Ireland Gender Pay Gap 2023



A Message From Our Chief People Officer

At FINEOS, we prioritize Diversity, Equity, and Inclusion as a keystone of our company culture. Our Principal People Objective is to enhance Organizational Health for a competitive advantage and create an exceptional work environment. We are dedicated to recognizing the importance of diversity among our employees and actively strive to build an inclusive and supportive workplace that values and appreciates individual differences.

This report marks our second annual update on our progress toward gender pay equity at FINEOS and the technology industry. It provides an overview of our gender pay profile in Ireland and identifies areas for improvement as part of our ongoing commitment to DEI through our Embrace Program. We are proud to share our findings and highlight the steps we have taken toward promoting gender pay equity within our organisation.

We are determined to continue working toward gender pay equity and representation within our company and the industry as a whole.

Joanne McMullan
Chief People Officer, FINEOS



Our Progress

During this reporting period, we are delighted to announce a reduction in our gender pay gaps across 4 categories: the median gender pay gap; the mean gender pay gap; the median bonus pay gap; and the mean bonus pay gap.

We are steadfast in our commitment to sustaining this momentum into the next reporting cycle.

For details on our progress, please refer to the action plan in this report.

The FINEOS Gender Pay Gap

The Gender Pay Gap Explained

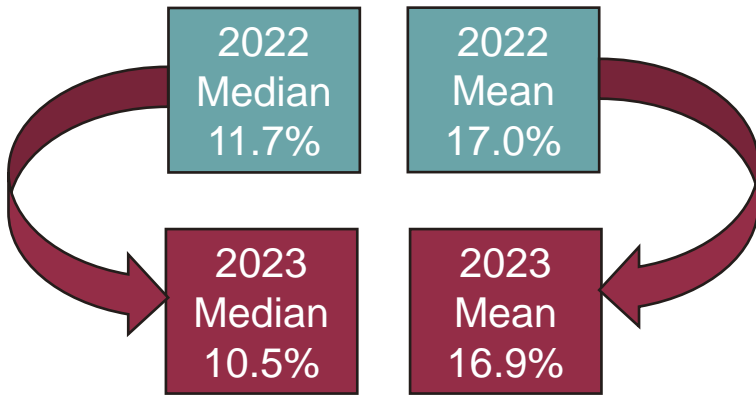
- The gender pay gap is the difference in the average hourly wage of men and women across a workforce. It is not the same as equal pay, which compares the payment of those in similar jobs with similar skills, experience, and qualifications.
- **The aim is to reduce the overall gender pay gap by moving closer to 0%.**

The Mean Explained

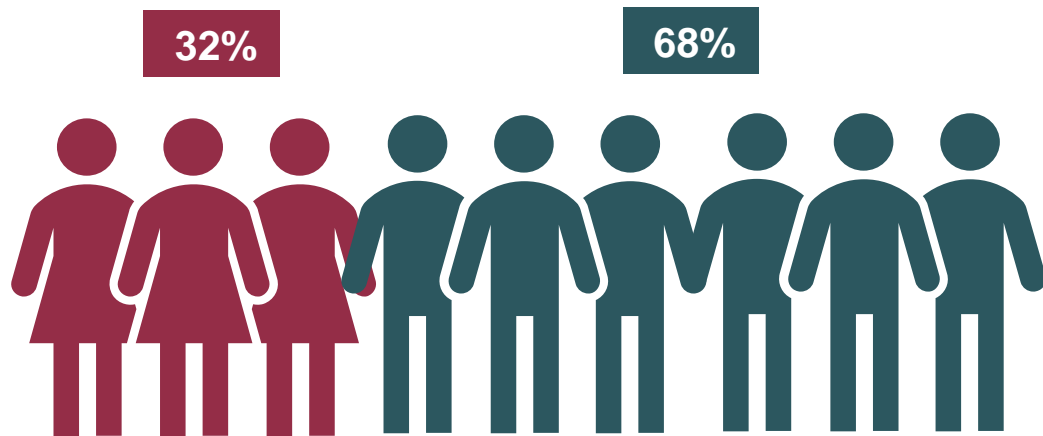
- The mean is calculated by adding the hourly payment of all employees together and dividing by the number of employees. The mean gender pay gap is the difference in the mean pay of men and the mean pay of women.
- **The mean gender pay gap at FINEOS has decreased from 17.0% in 2022, to 16.9% in 2023.**

The Median Explained

- The median is calculated by ordering the hourly payment of all employees from smallest to largest and finding the middle value. The median gender pay gap is the difference between the median pay of men and the median pay of women.
- **The median gender pay gap at FINEOS has decreased from 11.7% in 2022, to 10.5% in 2023.**

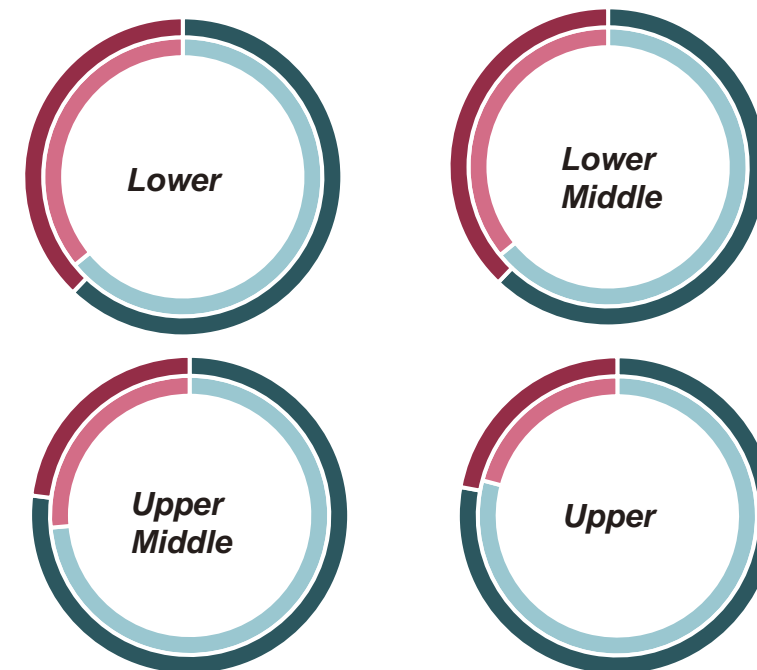


Our Workforce Gender Breakdown



	2022	2023
% Male	68.2%	67.6%
% Female	31.8%	32.4%
Lower Quartile	64.1% (M) 35.9% (F)	62.1% (M) 37.9% (F)
Lower Middle Quartile	64.1% (M) 35.9% (F)	62.1% (M) 37.9% (F)
Upper Middle Quartile	73.6% (M) 26.4% (F)	77.0% (M) 23.0% (F)
Upper Quartile	79.1% (M) 20.9% (F)	77.9% (M) 22.1% (F)

Pay Quartiles



■ Females 2023 ■ Females 2022
■ Males 2023 ■ Males 2022

The pay quartiles are calculated by ordering the hourly payment of all employees from smallest to largest and dividing them into 4 sections, then counting the number of men and women in each quartile



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

Understanding Our Figures

At FINEOS, we compensate our employees based on their role, skill level, experience, and performance. It is important to note that the Gender Pay Gap does not compare those in similar roles. It compares the payment of all men and women across the workforce regardless of skills, qualifications, or experience.



Our female representation: The Information and Communication Technology (ICT) sector has traditionally been male-dominated. Currently only 32% of ICT employees are female. As we recruit employees based on qualifications and experience, this adds to the challenge of increasing female representation, particularly at senior levels. The gender split of our workforce currently matches the sector average of 32% female to 68% male.



Our gender pay gap: Our mean gap is 16.9% which is comparable to the 2022 ICT gender pay gap in Ireland of 15.5%. Our median is 10.5%. As an Irish-based ICT company, our senior executive team and Board are predominantly based in Ireland, meaning they are counted in this report. This affects the mean gender pay gap.



Our bonus pay gap: Our bonus payments include contractual or performance-related bonuses, commissions, referral awards, long-service awards, and peer-recognition awards. While a similar percentage of men and women received a bonus payment, more men than women received a performance-related bonus (due to the nature of the roles at FINEOS), which are generally of higher monetary value than referral, service or recognition awards. As a result, there is a mean pay gap of 38.9% and a median of 28%.

Actions Addressing the Gender Pay Gap at FINEOS



Promotion and Advancement Opportunities: Evaluating promotion criteria and ensuring they are unbiased and transparent. Implementing mentorship circles to support women in advancing their careers.



Salary Structure and Analysis: Use data analytics to evaluate salary structures to ensure fairness and equity. Regularly reviewing and benchmarking salaries to identify and rectify discrepancies.



Data-Driven Performance Reviews: Use data analytics to track performance evaluations to ensure gender-neutral outcomes, minimizing biases in rewarding achievements.



Employee Resource Groups (ERGs): Expanding ERGs that focus on gender diversity. Using these groups to gather insights and recommendations on how to improve gender equity within the company and the industry.



Appendix: Gender Pay Gap Information Act Reporting Requirements

(Snapshot date: 30 June 2023)

Glossary

Mean – Calculated by adding the hourly payment of all employees together and dividing by the number of employees.

Median – Calculated by ordering the hourly payment of all employees from smallest to largest and finding the middle value.

Quartiles – Determined by ordering the hourly payment of all employees from smallest to largest and dividing them into four sections.

Bonus payments – 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
Mean hourly gender pay gap (all)	16.9%
Mean hourly gender pay gap (part-time)	6.1%
Mean hourly gender pay gap (temporary contract)	N/A
Median hourly gender pay gap (all)	10.5%
Median hourly gender pay gap (part-time)	7.4%
Median hourly gender pay gap (temporary contract)	N/A
Mean hourly bonus gender pay gap (all)	38.9%
Median hourly bonus gender pay gap (all)	28.0%
Percentage of employees per gender to receive a bonus remuneration	95.9% (M)
	91.5% (F)
Percentage of employees per gender to receive benefits-in-kind	91.1% (M)
	86.4% (F)
Percentage of employees within lower remuneration quartile	62.1% (M)
	37.9% (F)
Percentage of employees within lower middle remuneration quartile	62.1% (M)
	37.9% (F)
Percentage of employees within upper middle remuneration quartile	77.0% (M)
	23.0% (F)
Percentage of employees within upper remuneration quartile	77.9% (M)
	22.1% (F)

