

Ireland Pay Gap Report 2025

REPORT



Table of Contents

Background on Ireland Pay Gap Reporting / 3

Pay Gap Reporting Calculations / 5

Mean and Median Hourly Remuneration Pay Gap / 5

Mean and Median Bonus Remuneration Pay Gap / 6

Mean and Median Hourly Remuneration Pay Gap for Part-time Employees / 7

Bonus and BIK Receivers Percentage / 7

Hourly Remuneration Quartiles / 8

Conclusion / 9

Background on Ireland Pay Gap Reporting

Beginning in 2025, employers with 50 or more employees in Ireland will need to publish their pay gap report. As of the Snapshot Date of June 15, 2025 (“Snapshot Date”), Progress had 66 applicable employees, and thus, now required to submit these calculations.

What is being reported on? - Employers must report on certain pay gap metrics as detailed below:

- The percentage difference in mean and median hourly remuneration of male and female relevant employees, part-time employees, and those on temporary contracts;
- The percentage difference between the mean and median bonus remunerations of relevant male and female employees;
- The percentage difference between relevant male and female employees who were paid bonus remuneration;
- The percentage difference between relevant male and female employees who received benefits in kind (“BIK”); and
- The percentages of all relevant employees within four hourly remuneration quartile pay bands.
- Additionally, employers must prepare a supplemental narrative explaining the reasons for differences in the pay and any measures being taken or proposed to eliminate or reduce any pay gaps.

- **The Snapshot Period** – This report must cover the 12-month period preceding the Snapshot Date (the “Snapshot Period”) and must be published 5 months after the Snapshot Date. With the Snapshot Date required to be in June, this report utilizes a Snapshot Date of June 15, 2025 and covers all payments made to employees on our Ireland payroll in the 12 months preceding this date.
- **Data** – All calculations were carried out by the Compensation Team in coordination with the overall HR team, Legal, Payroll and Finance. All data included in this report was provided to the Compensation Team from the payroll provider in Ireland: Vistra. The local HR teams provided the self-reported gender information collected during each employee’s onboarding process. The data gathered includes base salary, bonus payments, and Benefits in Kind that were paid to an employee during the Snapshot Period. Employees are eligible for certain benefits based on their hire date and there are instances where an employee did not receive a certain payment based on eligibility (ex. employees hired on or after September 1st of the FY are not eligible for a corporate bonus payment that year).
- **Employment Profile** – As of June 15, 2025, Progress had a total of 66 regular employees in Ireland. There were 64 full-time employees and 2 part-time employees. Both part-time employees were female. The employees sit in various job families, as broken down below:

Job Family	Female	Male
Corp Real Estate & Facilities	1	
Education and Training	2	1
Finance	5	2
General Administration	1	
Human Capital	3	
Information Technology		4
Marketing	4	5
Professional Services		1
Sales	2	3
Software Development	3	22
Technical Support	1	6
Grand Total	22	44

Pay Gap Reporting Calculations

Mean and Median Hourly Remuneration Pay Gap

The following section details the percentage difference between the mean and median hourly remuneration for male and female workers.

- Hourly remuneration is defined as Ordinary Pay plus Bonus Remuneration paid to the employee during the Snapshot Period, divided by the number of working hours during the snapshot period. Working hours were determined as of the employee's start date and follow the working hours defined in the employee contract. Ordinary Pay includes the normal salary paid to the employee, allowances, any overtime payments, pay for piecework, shift premium pay, pay for sick leave, any salary top-ups for statutory leaves like maternity leave/paternity leave/parent's leave/adoptive leave and pay for gardening leave.
- Bonus Remuneration is defined as any bonus awarded to an employee during the Snapshot Period. The main source of bonus remuneration is from the Corporate Bonus Plan or Commission plans, but any bonus payment paid to the employees during the Snapshot Period was included. As per the regulations, all equity awards should be included as a BIK and are therefore not included in the bonus amounts.
- The mean figure is defined to be calculated as the difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage.
- The median figure is calculated as the difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage.

Difference between the Hourly Remuneration (%) (Male compared to Female)	
Mean	-0.6%
Median	15.7%

Mean and Median Bonus Remuneration Pay Gap

The following section details the percentage difference between the mean and median bonus remuneration for male and female workers.

- The mean figure is defined to be calculated as the difference between the mean bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage.
- The median figure is calculated as the difference between the median bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage.

Difference between the Bonus Remuneration (%) (Male Compared to Female)	
Mean	14.6%
Median	44.8%

Mean and Median Hourly Remuneration Pay Gap for Part-Time Employees

There are 2 part-time employees, both female. Due to the absence of male part-time employees, no calculations can be made.

Bonus and BIK Receivers Percentage

There are 2 part-time employees, both female. Due to the absence of male part-time employees, no calculations can be made.

% of Employees Who Received Bonus Remuneration	
Male	97.7%
Female	86.4%

Only 4 employees did not receive a bonus during the snapshot period, 1 male and 3 females. All cases were due to their hire date and not being eligible for a bonus payment during the period.

% of Employees Who Received Benefits in Kind	
Male	97.7%
Female	95.5%

Only 2 employees did not receive or elect for any BIK, one male and one female. BIK amounts include any non-cash benefit of an estimated monetary value provided to an employee, including all Progress equity awards or purchases.

Hourly Remuneration Quartiles

The following section details the breakout of the employees into four hourly remuneration quartile pay bands, calculated based on the hourly remuneration as detailed and defined in the section “Mean and Median Hourly Remuneration Pay Gap”. The quartiles must be created by establishing a ranking of employees based on their hourly remuneration from lowest to highest. This is then divided into quartiles: lower, lower-middle, upper-middle and upper. This calculation resulted in 16-17 employees in each of the 4 quartiles.

Quartile Breakout	Male	Female
Quartile 1 (Lower)	53%	47%
Quartile 2 (Lower-Middle)	75%	25%
Quartile 3 (Upper-Middle)	81%	19%
Quartile 4 (Upper)	59%	41%

Conclusions

Overall, the mean gender pay gap for Progress' Ireland population is nearly zero (-0.6%). The median hourly pay gap is slightly higher (15.7%), which is primarily driven by workforce distribution: males are more concentrated in the upper-middle quartile, while females are more dispersed, with a significant cluster in the lower to lower-middle quartiles. This pattern shifts the median female worker's hourly remuneration below that of the median male.






At Progress, our Corporate Bonus Plan targets are consistent at each level, where the only variant in final payment is individual performance. For commission-based pay, targets are determined by predefined splits that remain consistent across roles and levels. Individual performance against set sales targets ultimately drives earned commission amounts. When looking at the bonus pay gap figures, there were 4 employees, 3 female and 1 male, that were ineligible for a bonus due to their hire date. In line with calculation requirements, we included a bonus amount of zero for these employees. If these zero amounts are excluded, the mean bonus pay gap drops to 3.3%, and the median decreases to 28%. Because the female population is small, three zero values have a significant impact. The distribution pattern explained above also impacts the bonus calculations, placing the median female bonus below the male median, resulting in the stated median gap. Additionally, males in this group outperformed females in both the Corporate Bonus Plan and the Commission Plan, contributing to higher bonus payouts for men.

We remain committed to equitable compensation practices at Progress. Our decisions are guided by our Reward for Talent philosophy, which ensures market-competitive rewards while recognizing individual contributions, skills, behaviors, and future potential. We will continue conducting annual pay equity analyses to uphold a compensation approach that promotes fairness, builds trust and engagement, and attracts and retains top talent.

About Progress Software

[Progress Software](#) (Nasdaq: PRGS) empowers organizations to achieve transformational success in the face of disruptive change. Our software enables our customers to develop, deploy and manage responsible AI-powered applications and digital experiences with agility and ease. Customers get a trusted provider in Progress, with the products, expertise and vision they need to succeed. Over 4 million developers and technologists at hundreds of thousands of enterprises depend on Progress. Learn more at www.progress.com

© 2025 Progress Software Corporation and/or its subsidiaries or affiliates.
All rights reserved. Rev 2025/11 | RITM0332571

 /progresssw
 /progresssw
 /progresssw
 /progress-software
 /progress_sw_