



Kneat Solutions: Ireland Gender Pay Gap Report 2024/25



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Eddie Ryan

Chief Executive Officer

Our Gender Pay Gap Report for 2024/2025

Kneat's mission is to enable regulated organizations to move from paper-based validation to intelligent, digitized, paperless solutions. In Ireland, we are proud to employ over 250 talented people predominantly in Software Development, Operations, and Business Support services.

Diversity and Inclusion remain a key pillar of our Business and People Strategy. We want team members to feel a sense of belonging and identify with our mission. We are pleased to share our 2024/25 Gender Pay Gap Report in line with the Gender Pay Gap Information Act 2021.

Female gender representation across our workforce is 32%. We have female team members represented at all levels of the organization. As a software company, we face ongoing industry challenges in increasing female participation within the STEM sector.

We remain focused on our key strategies of attracting, retaining, and developing exceptional female talent. Our partnerships with educational institutions and community organizations are key to encouraging greater female representation.

In reading this report, we hope you appreciate the challenges we face and our continued commitment to building an inclusive workplace at Kneat - one where every team member has the opportunity to grow, thrive, and contribute to our shared success.



Fiona McCarthy

Chief People & Culture Officer

Our Gender Pay Gap Data

Gender Pay Gap Data		Pay Quartile	Female	Male
Female Employees	82	Upper	25%	75%
Male Employees	178	Upper middle	23%	77%
Median Gender Pay Gap Full-time employees	13%	Lower middle	29%	71%
Mean Gender Pay Gap Full-time employees	15%	Lower	48%	52%
Median Bonus Pay Gap Full-time employees*	51%			
Mean Bonus Pay Gap Full-time employees	45%			
Median Pay Gap Part-time employees	0%			
Mean Pay Gap Part-time employees	0%	Received Bonus	90%	86%
Median Pay Gap Temporary employees	0%	Received BIK	75%	89%
Mean Pay Gap Temporary employees	0%			

*Gender Pay Gap Bonus – Includes All Earnings excluding Base Pay.

Definition of Terms

The Median Gender Pay Gap

Is the difference between the hourly earnings of male and female employees. It is calculated by finding the middle point between the lowest-paid and highest-paid male and the lowest-paid and highest-paid female and finding the difference between the two figures. The median is expressed as a percentage of the median male team member's earnings.

The Mean Gender Pay Gap

Is the difference between the average hourly earnings of female employees and male employees. It is calculated by adding up the hourly earnings of all females in the organization and dividing by the number of females and doing the same calculation for male employees. The difference between the two is then expressed as a percentage of the average earnings for male team members.

Hourly Earnings

Includes base pay, allowances, shares, commission, and bonus pay.

It is important to note that a gender pay gap does not indicate unequal pay between males and females. The gender pay gap, refers to pay across all roles, regardless of whether the roles are similar or not. As a result, where women and men are paid the same amount for the same work, there may still be a gender pay gap. It usually indicates that there is unequal representation between men and women within the organization as it considers the pay of all men and women in the workforce *regardless of their job*.

Our Results and Commitments

Understanding Our Results

- At the snapshot date of the June 01, 2025, Kneat's workforce was comprised of 68% Male and 32% Female Employees.
- Our analysis of our 2024/25 pay data indicates that the primary reason for the gender pay gap is the under-representation of female talent, particularly at more senior job levels.
- A review of the pay quartiles highlights this imbalance. There are 25% female team members in the Upper Quartile and 23% in the Upper Middle Quartile.
- Among temporary and part time employees, our pay gap is 0%, due to no representation on the snapshot date.
- Kneat Solutions is committed to providing Equal Employment Opportunities and paying male and female team member equitably.

Our Commitment to Diversity & Inclusion

Kneat actively sources talent in the STEM Sector, where female representation remains comparatively low. We are committed to continuing to build a diverse and highly inclusive culture to continue to attract and support female talent.

In our recent employee survey, Kneat employees responded with 83% satisfaction on Diversity & Inclusion related items.

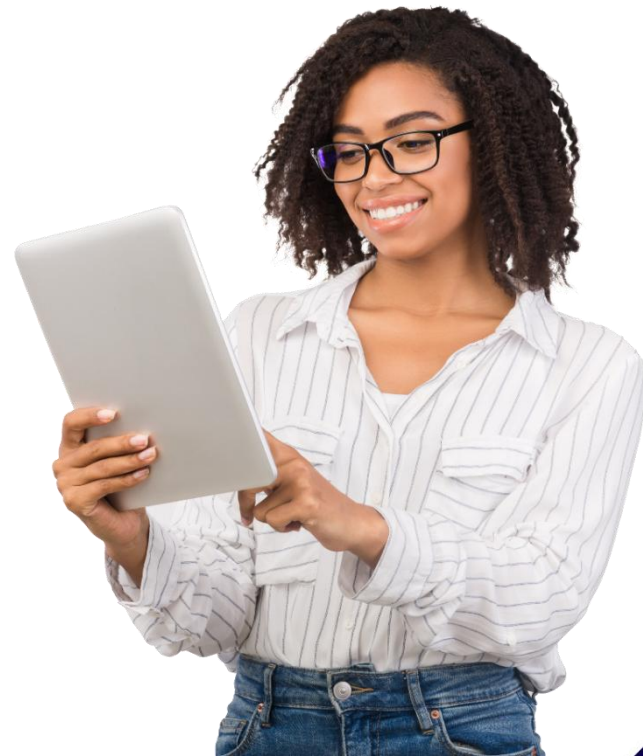
Kneat continues to invest in several programs to promote and enhance our Diversity & Inclusion including:

- Career Progression & Development
- Work-Life Balance & Wellbeing
- Employee Resource Groups
- Talent Acquisition Practices

Career Progression & Development

Kneat is committed to fostering inclusive long-term careers at the Company and continues to invest in the growth and development of all team members through learning and development initiatives.

- In 2024/25, female team members represented **65% of participants** in Kneat-sponsored learning and development programs — an increase of 15% from the previous year.
- Kneat has continued to partner with University College Dublin to support team members aspiring to leadership roles the opportunity to complete the Professional Academy Diploma in Leadership & Management. Female participation in this program has **increased to 60%**, up from 50% last year, highlighting our ongoing commitment to gender-balanced leadership development
- Kneat launched its first Graduate Rotation Programme in 2023, the initial group have since transitioned into permanent roles and are actively contributing to the business. The Company continues to hire graduates annually across multiple departments, reflecting Kneat's continued investment in developing early career talent, gender diversity and supporting long-term career development.
- During 2025, Kneat sponsored team members on the American Chamber of Commerce's Women in Global Organisations Peer Mentoring program and Emerging Leaders Programme. Currently, females represent **75% of participants** in these programmes, promoting progression through targeted initiatives that enable sharing insights, exploring practices, and gaining new perspectives.



Work-Life Balance & Wellbeing

Kneat promotes a supportive work environment that empowers team members to prioritise their wellbeing while effectively balancing professional responsibilities and personal commitments.

- Our hybrid work model provides flexibility to manage both personal and professional responsibilities.
- Family Leave Policies are available to all employees across Kneat. Kneat offers paid maternity leave to female team members and is committed to supporting female team members returning from maternity leave reinforcing our dedication to retaining and advancing female talent.
- Our comprehensive benefits packages includes health insurance for team members and dependents, death in service, income protection, and an extensive fertility package available through our health insurance provider as well as an Annual Fitness Allowance.
- Kneat also supports several initiatives throughout the year with dedicated webinars and information sessions across a range of topics from Mental Health, Pride Month, and Cancer Awareness. Every two years, Kneat provides onsite heart screening to employees via our health insurance provider.



Employee Resource Groups

Kneat has established two Employee Resource Groups (ERGs) which are key pillars in creating a diverse and inclusive culture. These groups are voluntary employee-led groups focussed on a shared interest which aim to foster a diverse and inclusive workplace.

The **Women in Action ERG** Provides an inclusive space for employees to connect, share their perspectives, and drive actions to enable women at Kneat to grow and thrive with support from both men and women. The WIA ERG remain committed to leading and planning further initiatives in the future including:

- Career Journey Learning Session
- Networking Events & Connecting with ERGs at local Companies.
- International Women's Day Celebration

The **Early Career ERG** is dedicated to accelerating the growth and impact of young and early career professionals by accelerating their development and impact. This ERG will help Kneat attract and retain young and early career professionals at the Company. The Early Career ERG provides a voice for the EC members and hosts social events, career talks, guest speakers and networking opportunities to foster connection and growth.



Talent Acquisition

At Kneat, our talent sourcing and selection is focussed on candidate skills, qualifications, and experience in line with the requirements of each role. We believe in hiring the right candidate regardless of their characteristics, including gender.

- We continue to evolve our hiring practices to ensure fairness and inclusivity. During 2025, we will continue our focus on ensuring we use gender-neutral job descriptions, implementing standardised interview questions to compare candidates, and, where feasible, use diverse interview panels, particularly for Senior roles.
- To further support hiring, HR team members and people managers receive a standard training session before engaging in the TA Process which highlights unconscious bias, helping them make objective decisions.
- Kneat is committed to developing early career talent by partnering with local universities to attract top graduates, while actively promoting STEM disciplines and increasing female participation in our Graduate Programme.





Our Annual Gender Pay Gap Report is an important part of Kneat's Diversity and Inclusion Strategy, reinforcing our commitment to supporting career growth and equity.

Improving gender balance while hiring the best talent remains a priority. In 2025, we continued to advance the initiatives outlined in this report – providing development opportunities, resources, and a culture that supports progression.

We hope this report reflects our investment in creating an inclusive workplace where all team members can grow, develop, and contribute to our mission