

What is a gender pay gap?

The gender pay gap represents the average difference in pay between male and female employees within an organisation. In Ireland, current legislation requires all employers with a headcount of 150 or more to publish their gender pay gap figures. (The data published for Sogeti also includes employees on localised salaries paid via the Sogeti payroll)

Mean Pay Gap (please see comments regarding data inclusion)

20.2

The difference between the average hourly earnings of men and women, expressed as a percentage of men's average earnings

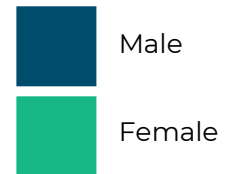
Median Pay Gap (please see comments regarding data inclusion)

18.2

The median gender pay gap is a measure of the difference between the pay of the "typical" man and the "typical" woman.

Pay Quartile

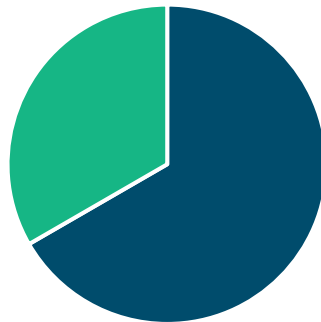
This shows the proportion of males and females in each pay quartile. Each quartile is made up of c.50 employees.



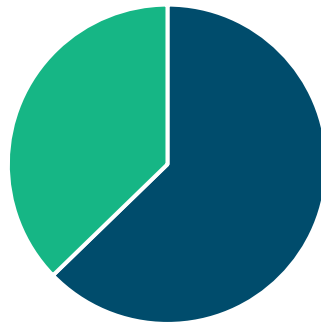
Lower Quartile



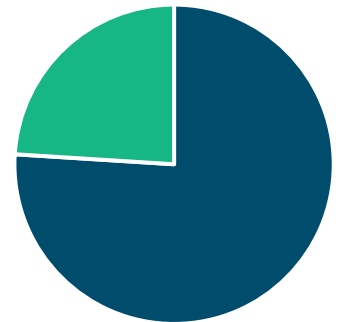
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



What does this mean?

The average gender pay gap in Ireland is 8.2% compared to the EU average of 13%. At Sogeti we understand that there is some improvement needed in this area, and this is something that we are actively working towards.

Any gender pay gap that is present at Sogeti, is influenced by the different roles held by males and females across the business, with all positions paid in line with the appropriate market rate. We continue to review pay and benefits regularly to ensure transparency, consistency and equity for all.

We acknowledge that this year's gender pay gap has increased compared to last year. While we are actively addressing this, it should be noted data also includes some employees who are on localised salaries and working for other global business lines, meaning that Sogeti do not make any pay decision for these individuals, although they do remain on our payroll.

Next Steps

We have a clear policy of paying employees equally for the same or equivalent work, regardless of gender or any other protected characteristic.

To ensure we uphold this principle, we will:

- Carry out regular reviews of pay and benefits; and
- Evaluate job roles and pay grades to ensure fairness and consistency.

At Sogeti we are committed to building a workplace where every individual is treated with respect and the opportunity to succeed. We value the unique contributions of all employees and are dedicated to fostering an inclusive culture where everyone can thrive.