



vistatec



GENDER PAY GAP REPORT 2025

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FOREWORD

At Vistatec we are committed to fostering an inclusive, diverse, and equitable workplace where everyone can thrive. Transparency is central to this commitment, and publishing our Gender Pay Gap Report is an important step in holding ourselves accountable and driving meaningful change.

The gender pay gap provides valuable insight into how we can strengthen representation and progression across our organisation. We see this as an opportunity to build a more balanced workforce by continuing to increase female representation at senior levels, expanding career development opportunities, and fostering an inclusive culture that empowers all employees to thrive.

UNDERSTANDING THE FRAMEWORK

The Gender Pay Gap Information Act 2021 requires organisations of our size to report annually on their gender pay gap. We welcome this legislation as it provides a framework for measuring progress and identifying areas for improvement.

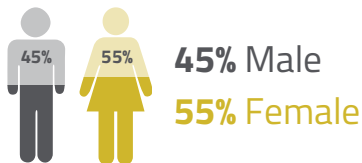
Gender Pay Gap vs Equal Pay

- **Gender Pay Gap:** The difference in average pay between all men and all women across the organisation, regardless of their role or seniority.
- **Equal Pay:** Paying men and women equally for performing the same role with similar experience and performance. Vistatec strictly adheres to merit based, gender neutral remuneration.

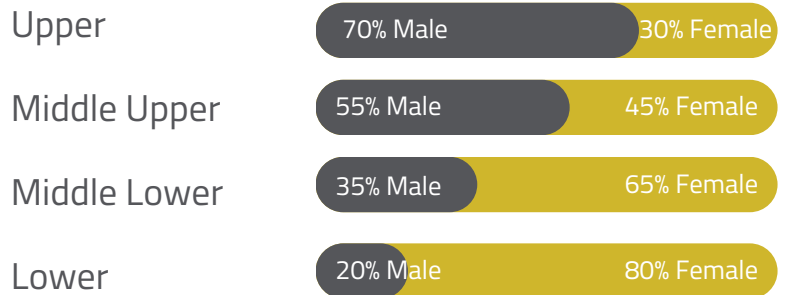
OUR 2025 RESULTS

Snapshot date: **30th June 2025**

Overall Gender Representation



Pay Quartiles



Mean and Median

| | Mean | Median |
|---------------------|----------------------------------|--------|
| Hourly Pay Gap | 26.09% | 20.85% |
| Part-Time Employees | 71.04% | 68.04% |
| Bonus Pay Gap | 40.19% | 0% |
| | Male | Female |
| Bonus Recipients | 60.87% | 39.13% |
| Benefits in Kind | 100% (equal across both genders) | |

Mean: The average hourly pay for men and women, calculated by dividing total pay by the number of employees.

Median: The middle value when all employees' hourly pay is ranked from highest to lowest for each gender.



UNDERSTANDING OUR RESULTS

Global Context vs. Local Structure

Vistatec's global workforce is 66% female, with women representing 56% of all managerial roles, a clear reflection of our commitment to gender balance. In Ireland, where 24% of our team is based, the gender pay gap is primarily a structural reflection of historical longevity rather than current recruitment or compensation logic.

Our Irish leadership is characterized by exceptional stability and long-term service. While this high retention rate is a cornerstone of our culture and a testament to our employee experience, it naturally limits the frequency of senior vacancies. Because these long-tenured roles are predominantly held by men and command higher salaries, the Irish gap remains a legacy of our local organizational history. We anticipate that as natural succession occurs, our Irish leadership profile will increasingly align with our global trends.

Technical Roles and Variable Pay

Consistent with wider trends across the technology sector, our gap is also influenced by the lower representation of women in higher paying in demand technical roles. We are actively working to address this through targeted talent pipeline initiatives.

UNDERSTANDING OUR RESULTS

Technical Roles and Variable Pay

Regarding our bonus metrics, 0% Median gap indicates a fair distribution of bonus opportunities. The Mean gap of 40.19% include variable pay elements such as discretionary performance awards and referral bonuses. Because these are applied to a specific subset of employees, year-to-year variance is expected. These results are specific to a narrow population and do not reflect a departure from our strictly merit-based and gender-neutral remuneration structures.

Part-Time Representation

The reported pay gap for part-time employees must be viewed within the context of statistical volatility in small datasets. At our Irish headquarters, the part-time population represents a very narrow demographic. Consequently, the presence of even a single senior-level individual within this group can significantly skew the mean and median figures. This result is an isolated statistical snapshot and does not correlate with our wider organizational trends or our consistent approach to equitable remuneration.



ACTIONS TAKEN AND FUTURE COMMITMENTS

We recognise that closing the gender pay gap requires sustained effort and a holistic approach.

Our key priorities include:

- 1. Strengthening Technical Pipelines:** Increasing female representation within high-level industry and technical roles by reviewing recruitment outreach and internal progression pathways.
- 2. Succession and Talent Development:** Enhancing succession planning to ensure a diverse pipeline is ready to transition into senior leadership as opportunities arise through natural turnover.
- 3. Inclusive Culture and Training:** Embedding an inclusive environment by delivering ongoing Diversity and Inclusion training and ensuring total transparency in our reward structures.





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