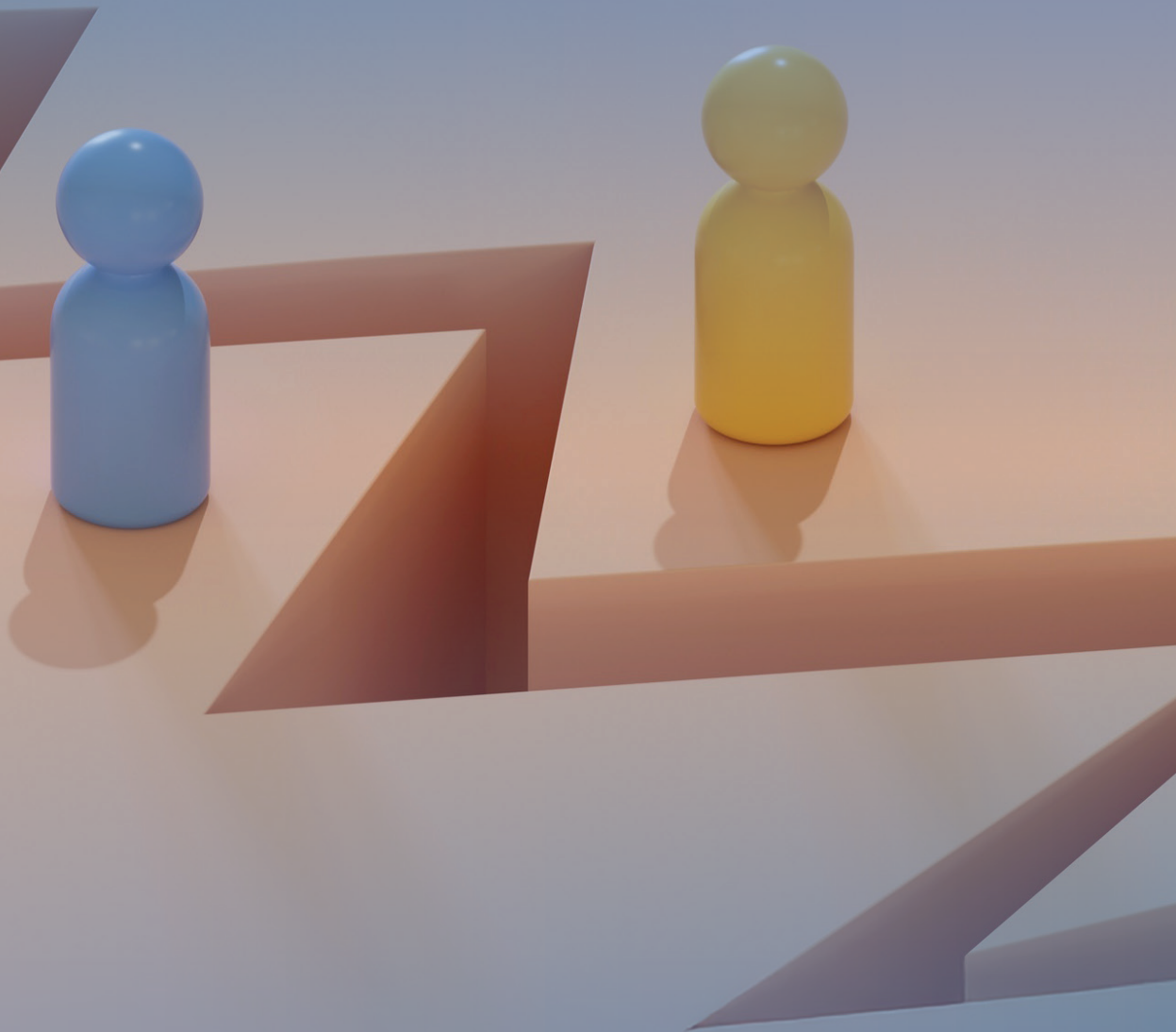


IRELAND 2025

# GENDER PAY GAP REPORT





# INTRODUCTION

At SOTI, we are committed to fostering an environment where Equity, Diversity, Inclusion and Accessibility (EDIA) thrive. We proactively identify and remove barriers to employment and career progression, ensuring fair and equitable opportunities for all.

We continually review our policies, procedures and programs to ensure equitable opportunities for every SOTI employee. We aim to inspire a workplace that values diverse viewpoints and empowers individuals to realize their utmost potential.

# WHY ARE WE SHARING THIS INFORMATION?

In accordance with the Gender Pay Gap Information Act 2021, employers in Ireland with 50 or more employees are required to publish their gender pay gap report.

To support fairness and transparency in the workplace, employers must measure and disclose differences in average hourly earnings between men and women. This initiative encourages organisations to examine their pay structures, identify any imbalances and take meaningful steps toward fostering greater gender equality.

# KEY METRICS

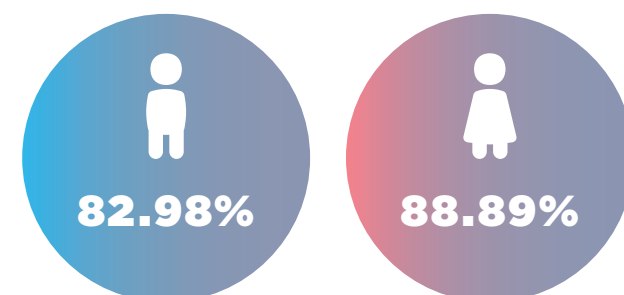
## Hourly & Bonus Pay Gaps

Mean Hourly Pay ..... **22.91%**    Median Hourly Pay ..... **27.26%**  
Mean Bonus Pay ..... **-68.54%**    Median Bonus Pay ..... **11.99%**

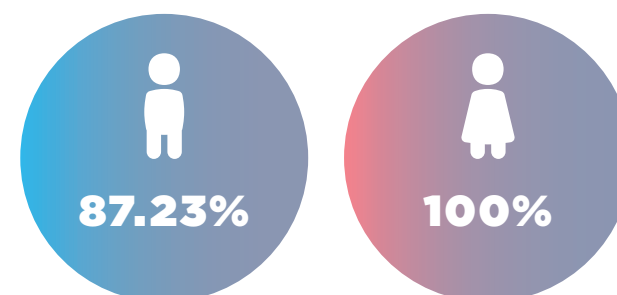
## Part-Time & Temporary Pay Gap

- No part-time employees
- No temporary female employees

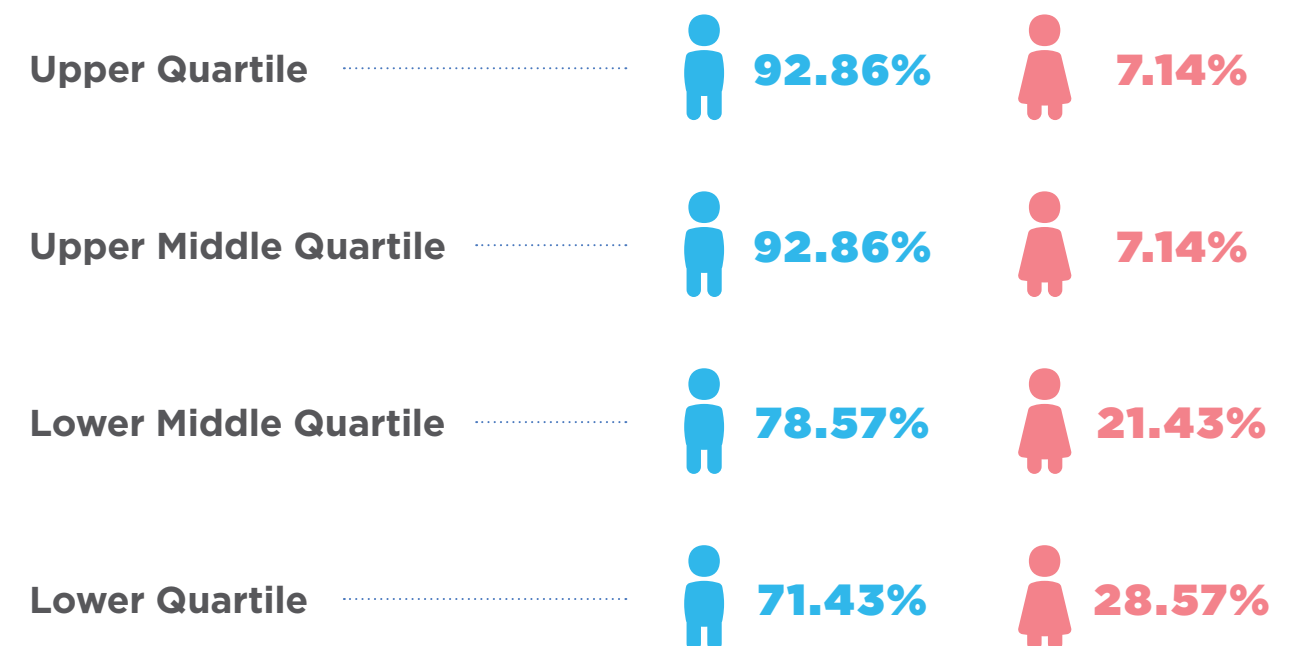
## Bonus Eligibility by Gender



## Benefit in Kind Eligibility by Gender



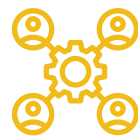
## Gender Representation by Pay Quartile



# ANALYSIS & INSIGHTS



**Workforce Composition:** Our Ireland team currently includes (47) men and (9) women, which reflects broader gender trends in the tech sector.



**Role Distribution:** Most roles are in technical areas like Development, Technical Support and Professional Services, which are fields that remain male-dominated.



**Bonus Pay Gap:** Our bonus gap is narrower, as more women are in sales roles that offer performance-based incentives.



**Location Constraints:** All roles are office-based in Galway, limiting our talent pool to local candidates or those open to relocation, which limits our hiring pool to local talent or those willing to relocate, further narrowing the pipeline for diverse candidates.



**Temporary Roles:** Our only temporary positions are Software Development internships, which tend to attract more male applicants.





# OUR COMMITMENT

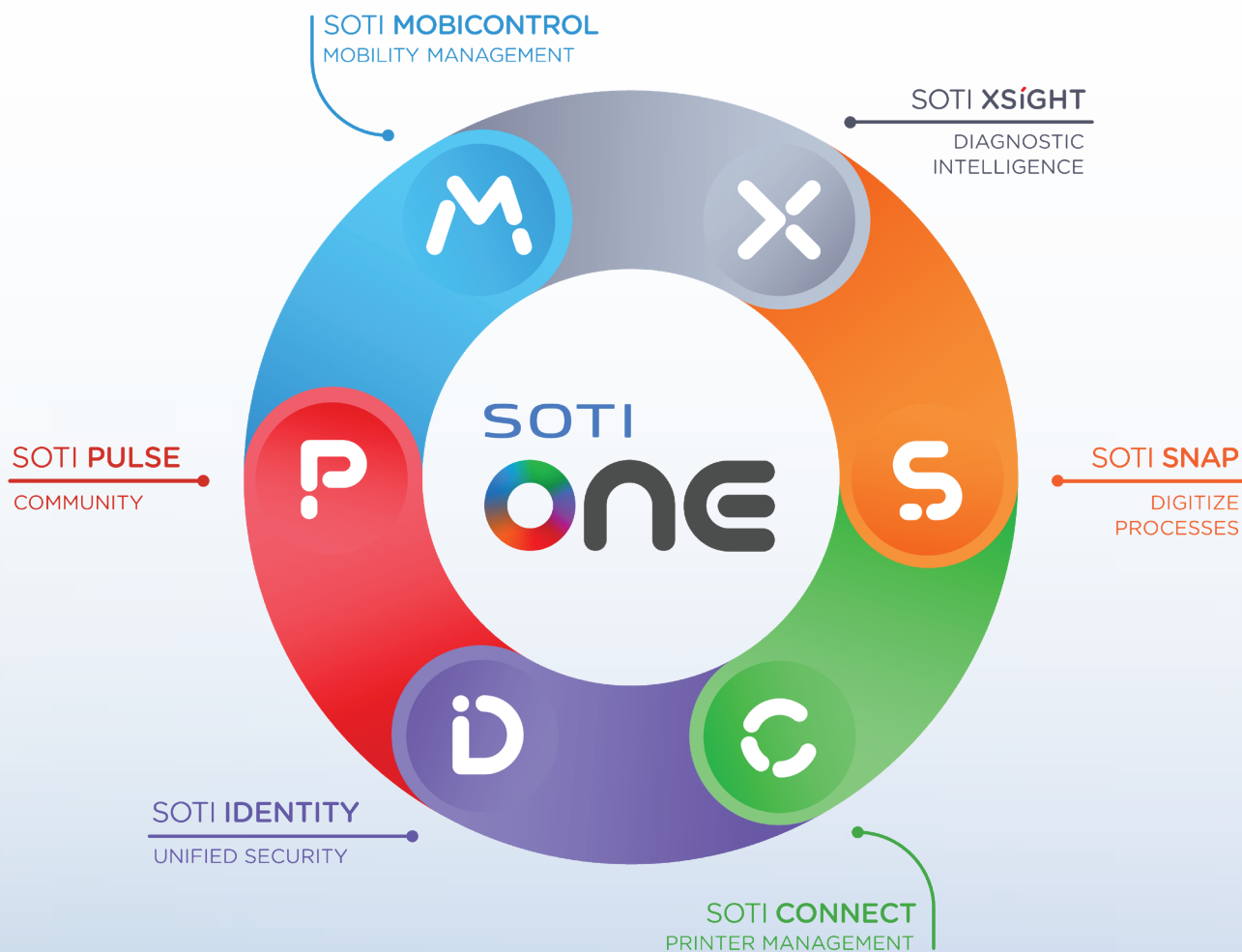
This report highlights where we are today and where we can grow. While some of our results reflect broader industry-wide patterns, we are committed to taking meaningful action to improve gender representation and pay equity at every level.

At SOTI, we are committed to continuous improvement. We're expanding outreach, refining practices and building pathways to ensure equitable access and opportunities for all. Our focus remains on building a workplace where everyone can grow and thrive.



# ABOUT SOTI

SOTI is a proven innovator and industry leader for simplifying business mobility solutions by making them smarter, faster and more reliable. With SOTI's innovative portfolio of solutions, organizations can trust SOTI to elevate and streamline their mobile operations, maximize their ROI and reduce device downtime. Globally, with over 17,000 customers, SOTI has proven itself to be the go-to mobile platform provider to manage, secure and support business-critical devices. With SOTI's world-class support, enterprises can take mobility to endless possibilities.



SOTI is a proven innovator and industry leader for simplifying business mobility solutions by making them smarter, faster and more reliable. SOTI helps businesses around the world take mobility to endless possibilities.

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