



**BLACKNIGHT**  
SOLUTIONS

## Gender Pay Gap Report

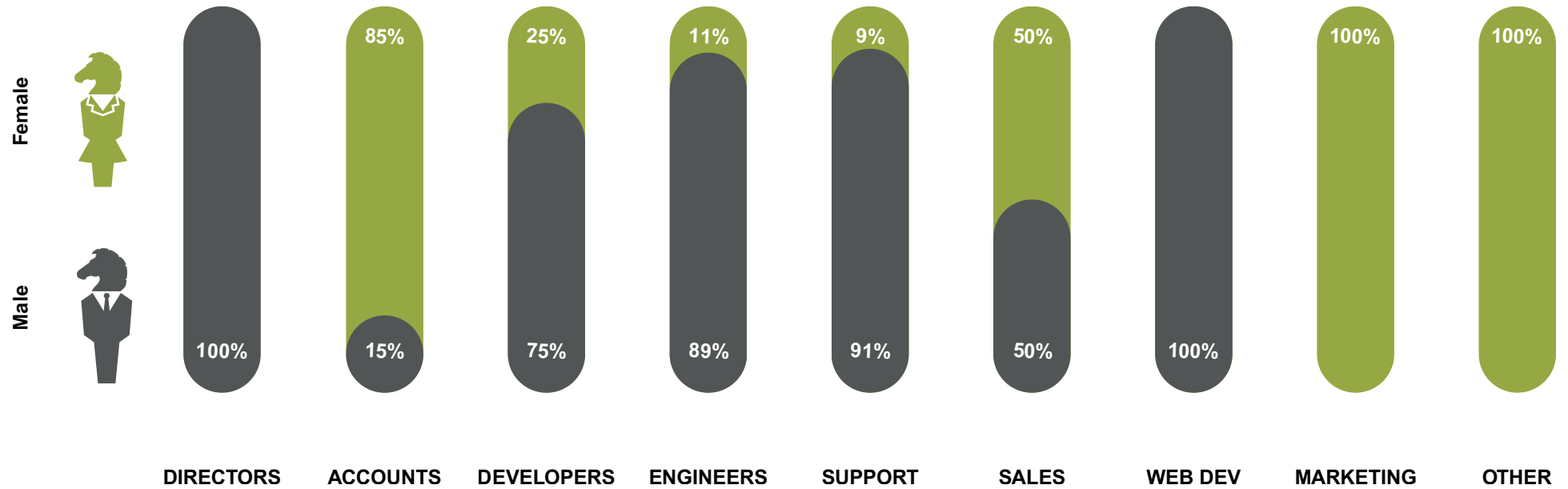




At Blacknight, we are committed to fairness, equality, and transparency in pay. This report is prepared in line with Irish Gender Pay Gap legislation, based on employee data at the snapshot date of 20 June 2025.

The report outlines our gender pay gap figures, explanations for differences, and the actions we are taking to close the gap.

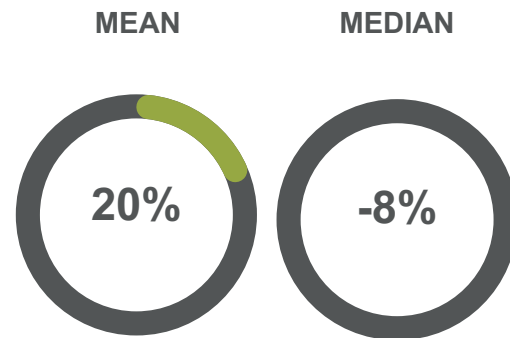
# HEADCOUNT



*Gender distribution across roles reflects the nature of each sector rather than any preference. Engineering, Support, and Web Development are largely male-dominated, while Accounts and Marketing have higher female representation. Sales shows a more balanced mix.*

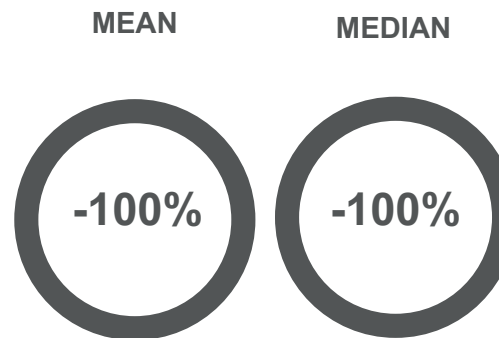
# HOURLY PAY GAP

## All Employees



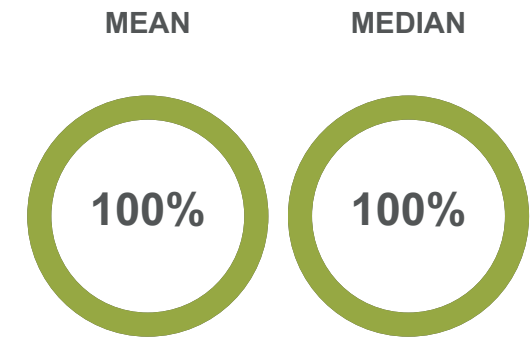
There are more men in management and more men in entry-level roles

## Part-Time Employees



The only part-time employees are female

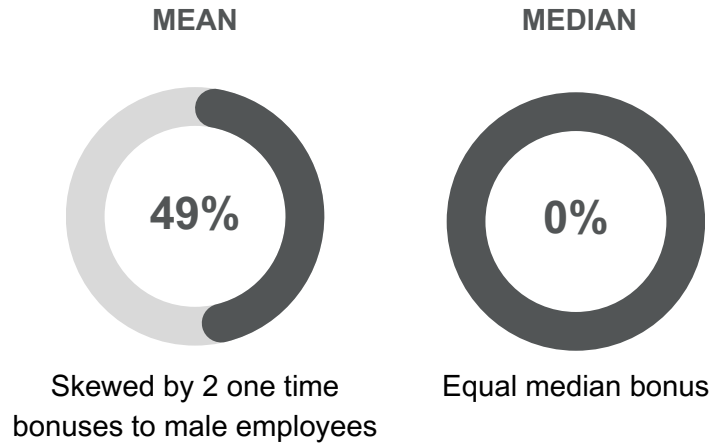
## Temp Employees



Only temporary employee is male

*The extreme hourly pay gaps for part-time and temporary staff are due to the gender composition of these groups. All part-time employees are women, which results in a -100% gap, while all temporary staff are men, producing a +100% gap. More broadly, the overall averages are heavily influenced by the distribution of employees across roles, highlighting that sector and role composition have a significant impact on reported pay gaps rather than any inherent pay disparity within roles.*

## BONUS PAY GAP



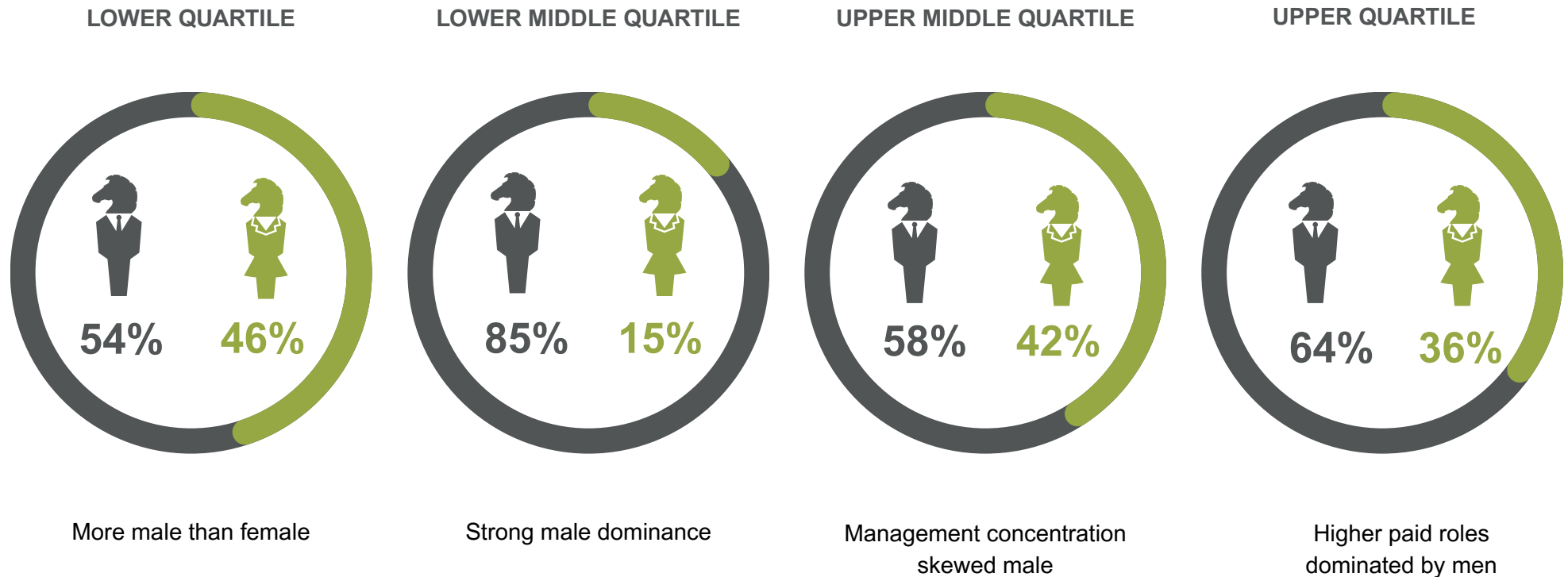
## BENEFIT IN KIND (BIK)



Temp employee male,  
received no bonus

The bonus and benefits-in-kind gaps are influenced by role distribution and a few large payments. While nearly all employees of both genders received bonuses or BIK, the mean bonus gap of 48.7% is skewed by two significant one-off bonuses paid to male employees, whereas the median gap is 0%, reflecting typical payments. Sales commission is included according to the reporting period, which also affects the figures. Overall, these gaps largely reflect the structure of payments and workforce composition rather than unequal pay for equivalent roles.

# WORKFORCE DISTRIBUTION BY QUARTILE



*The quartile distribution shows that men are more heavily represented in higher-paid roles, particularly in the middle and upper quartiles, while women are more evenly represented in lower and upper-middle quartiles. This reflects the current role composition across the organisation rather than any pay inequity, with factors such as sector, role type, and flexible working arrangements influencing the spread of employees across quartiles.*

*(44% of women work part-time, largely due to flexible parental leave scheme).*



# METHODOLOGY & EXPLANATIONS



When preparing this Gender Pay Gap report, several methodological points were applied to ensure accuracy and compliance with guidelines.

## **Leave & Part-Time Work**

Employees are classified based on their contractual hours, rather than the hours actually worked. For example, if an employee's contract specifies a 40-hour week, they are considered full-time, even if they were on reduced hours during the period. Employees on maternity or paternity leave were treated as full-time for reporting purposes. Staff on leave for the entire reporting period were also classified according to their pre-leave status. The snapshot date of 20 June 2025 was used to determine the employment status of remaining employees. A significant factor in our workforce is flexible parental leave, which is available to all employees but more frequently used by women — resulting in 44% of female staff working part-time.

## **Bonus Pay**

Bonus pay was adjusted to align with the reporting period. In cases of commission (paid a month in arrears), payments from June 2024 were excluded and July 2025 included. Long-term or multi-year bonuses were annualised in line with reporting requirements (for example, a 10-year voucher valued at €500 was recorded as €50 per year). Recurring annual bonuses, such as Christmas bonuses, were reported in full. It should be noted that the mean bonus gap was influenced by a small number of significant one-off bonuses awarded to male employees, while the median figure reflects no gender gap.

## **Other Adjustments**

For employees required to work on-call, additional hours were included in line with reporting guidance. For example, an engineer on-call was assumed to work an extra 67 hours per week, calculated as total available hours minus time spent asleep and time not on call. These adjustments ensure compliance with the requirement to capture all time worked or available for work.