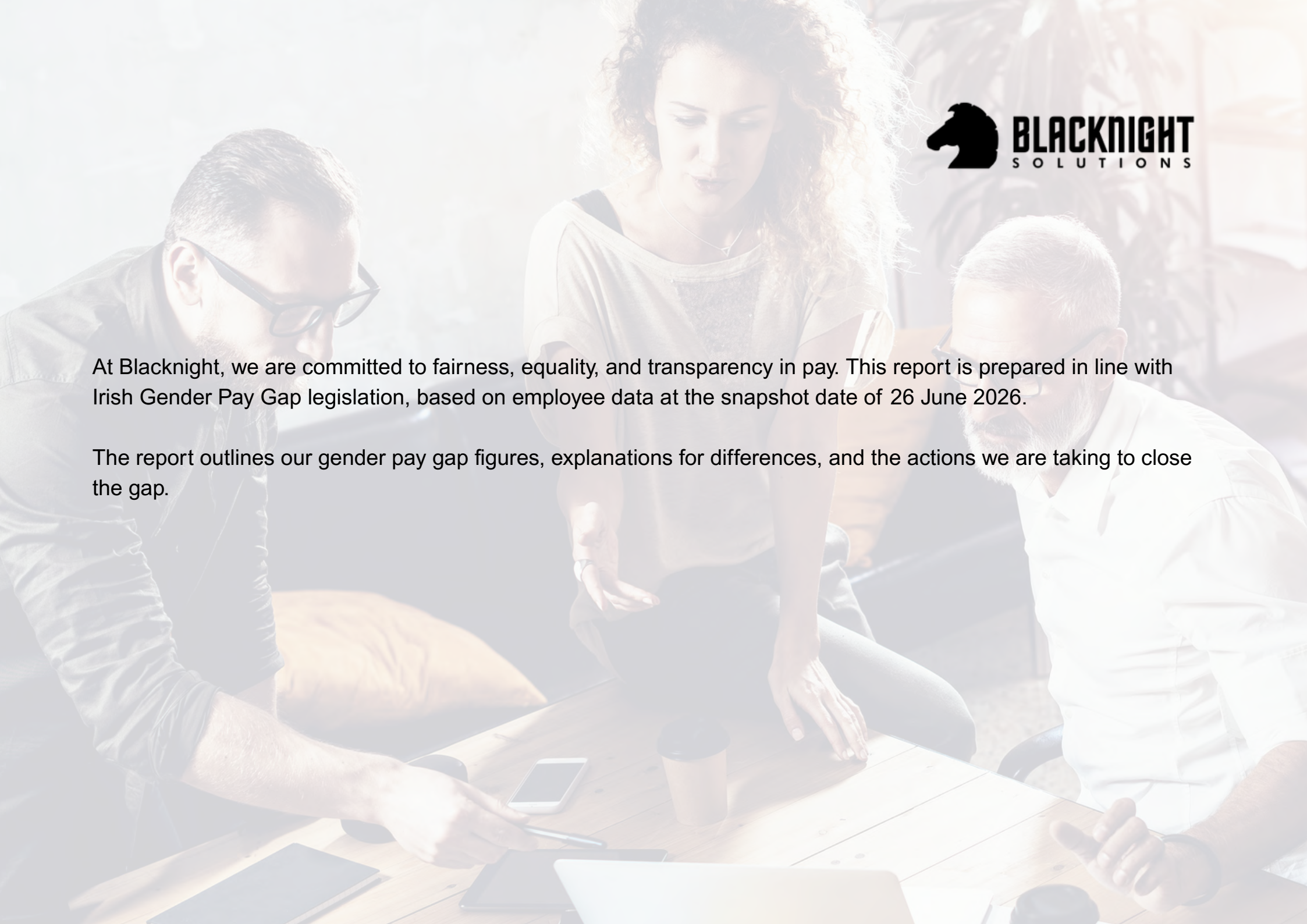


BLACKNIGHT SOLUTIONS

Gender Pay Gap Report 2026

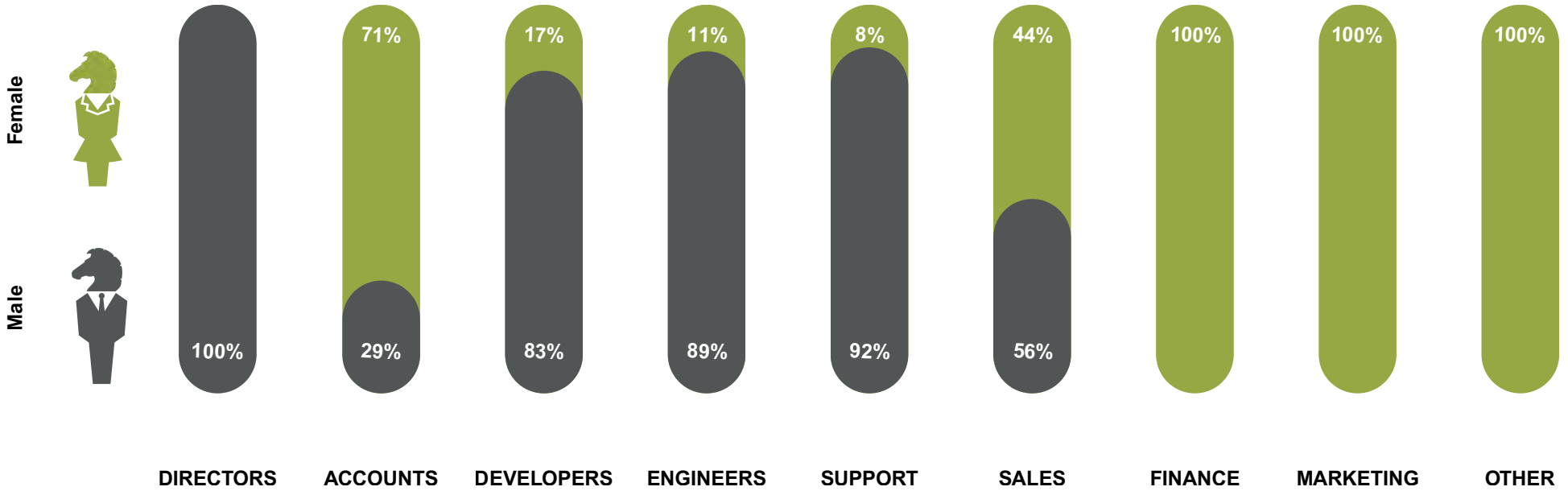


BLACKNIGHT SOLUTIONS

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 26 June 2026.

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

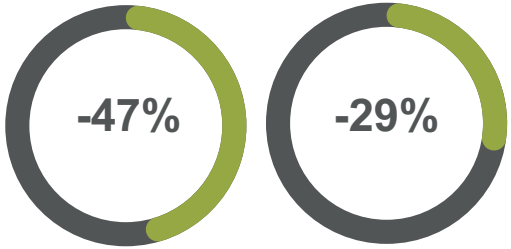
MEAN MEDIAN



More men in higher-paid and management roles, but also more men in lower-paid roles

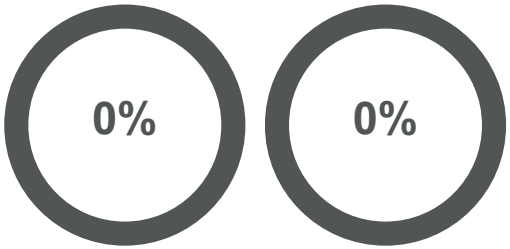
Part-Time Employees

MEAN MEDIAN



Temp Employees

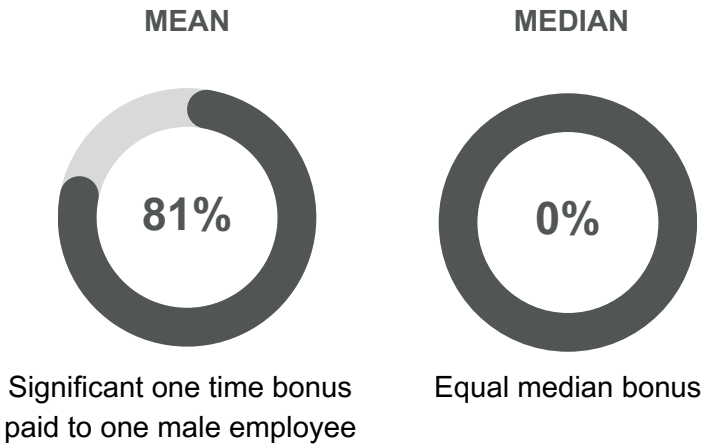
MEAN MEDIAN



No temp employees

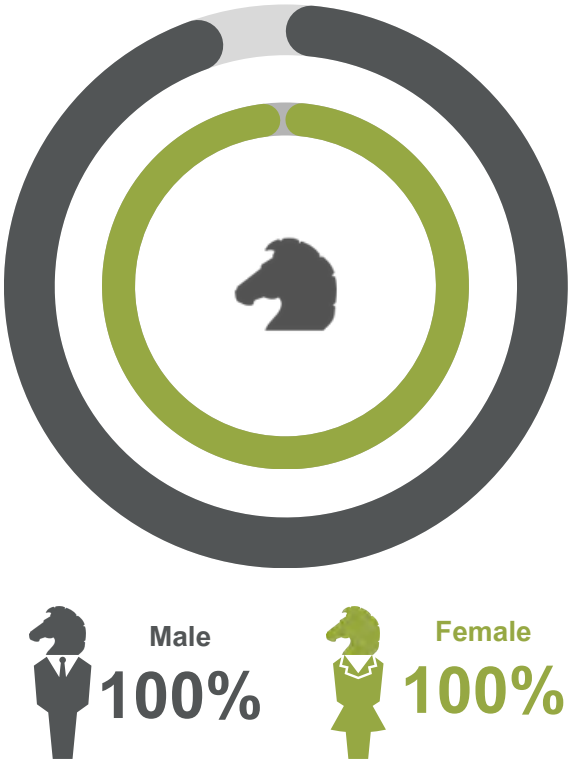
The overall averages are heavily influenced by the distribution of employees across roles, highlighting that sector and role composition have a significant impact on reported pay gaps rather than any inherent pay disparity within roles.

BONUS PAY GAP



BENEFIT IN KIND (BIK)

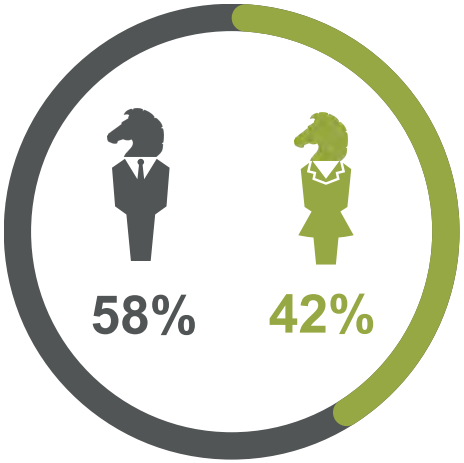




The bonus and benefits-in-kind gaps are influenced by role distribution and one large payment. While nearly all employees of both genders received bonuses or BIK, the mean bonus gap of 81% is skewed by a one-off bonus paid to a male employee, whereas the median gap is 0%, reflecting typical payments. 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.

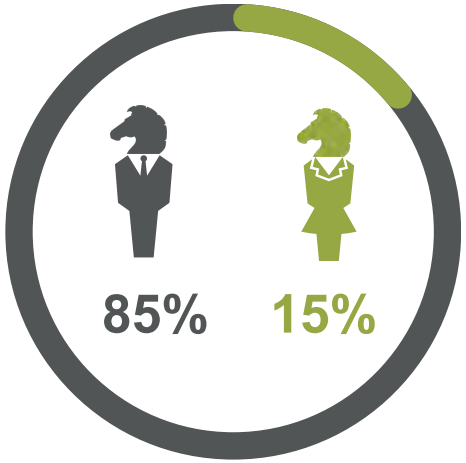
WORKFORCE DISTRIBUTION BY QUARTILE

LOWER QUARTILE



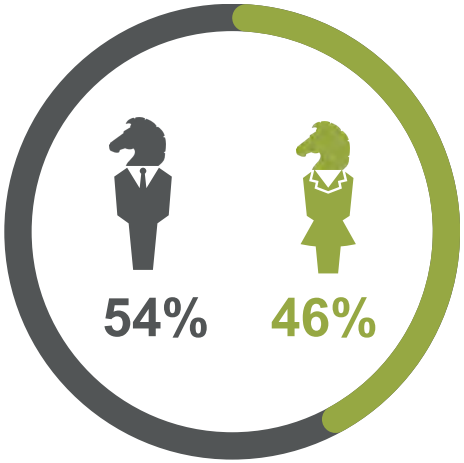
More male than female

LOWER MIDDLE QUARTILE



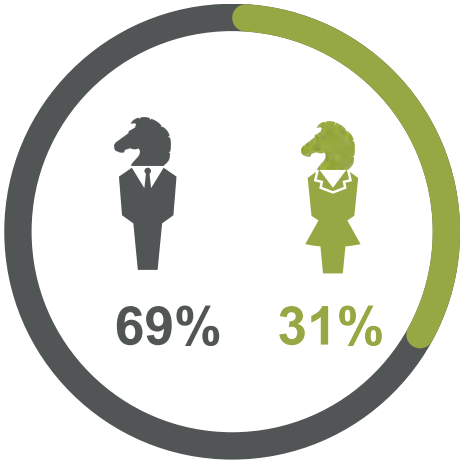
Strong male dominance

UPPER MIDDLE QUARTILE



Management concentration skewed male

UPPER QUARTILE



Higher paid roles dominated by men

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.

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 26 June 2026 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 2026 were excluded and July 2026 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.