

Gender Pay Gap Analysis 2025

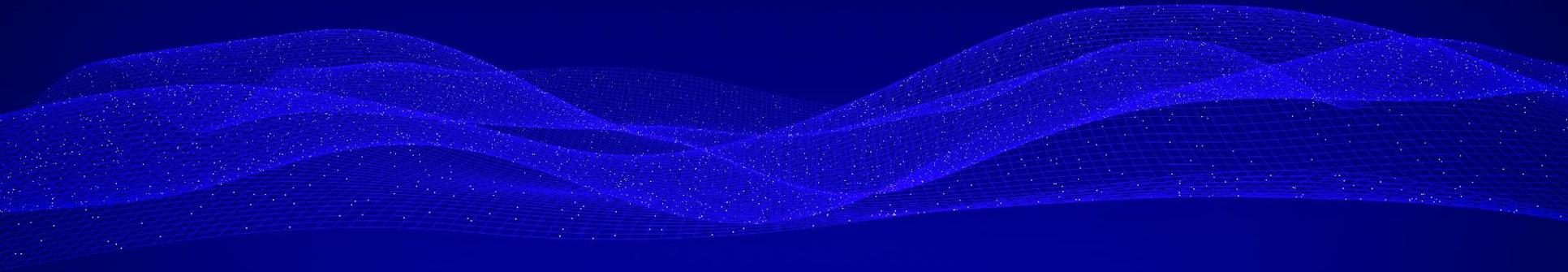
Reference Period: 1 July 2024 – 30 June 2025
Reporting Year: 2025

zartis

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1. Foreword.



“At Zartis, we are committed to building an inclusive, fair, and transparent workplace culture where everyone can thrive. We hold ourselves accountable to high standards of equity, and we actively monitor our practices to ensure that gender does not influence pay, progression, or opportunity.

We recognise that achieving full equality requires ongoing effort, and we are dedicated to continually improving our policies, processes, and decision-making to close any gaps and support a culture where all employees feel valued and respected.”

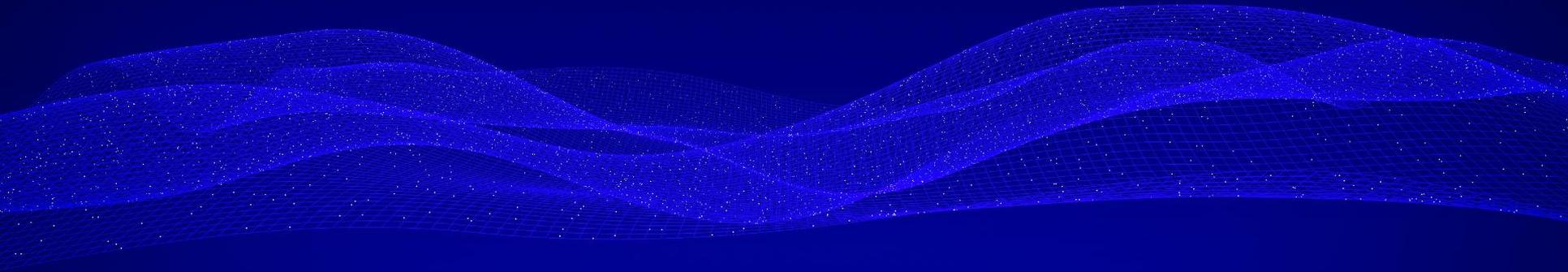
Padraig Coffey (Chief Executive Officer)



Laura Sánchez (Chief Operations Officer)



2. Introduction.



At Zartis, we are committed to fostering an equitable and inclusive workplace where all employees are empowered to achieve their full potential. As part of this commitment, we publish our Gender Pay Gap Report to transparently share our progress, challenges, and ongoing efforts to address pay disparities within our organisation.

Zartis Group is a **software services company operating internationally**. The Technology sector, and specifically software consultancy, continues to face significant challenges in achieving gender parity with a marked disparity in female participation, particularly in senior technical positions. The European Commission's "Women in Digital Scoreboard 2024" reports female representation accounts for only 19% of ICT specialists, with the proportion in software engineering estimated to be even lower due to the technical and specialised nature of these roles.

Zartis has a **strong representation of female talent** across the Group's core functions of Business, Finance and Operations (FOB). However, acknowledging the wider sector trends we recognise the critical importance of attracting, retaining, and advancing female talent within all aspects of our business.

This report provides a **detailed breakdown of our current gender pay gap metrics, explores the underlying factors influencing these figures, and outlines the targeted actions we are taking to close the gap and support the progression of female talent at all levels**. By sharing this data and our approach, we aim to contribute to the broader dialogue in the technology sector and drive meaningful change both within our firm and across the industry.

At Zartis, gender equality is not just a compliance requirement — it is part of how we operate. Since launching our Group-wide Gender Equality Plan in 2025, we have already taken meaningful steps to embed fairness, transparency, and inclusion across the organisation and beyond.



Strengthening Policy Foundations

We have published clear, Group-wide frameworks — including our Gender Equality Plan, Dignity at Work Policy, and Inclusive Language Guide — and delivered targeted training to embed inclusive communication and behaviours across Zartis.



Fair People Processes

We have introduced structured, bias-mitigating practices across the employee lifecycle, such as our Inclusive Hiring Guide and our Internal Mobility process. These initiatives broaden access to opportunities and support transparent, merit-based progression.



Commitment to Pay Equity

We conduct regular salary audits — both entity-specific and Group-wide — to ensure equitable pay structures and compliance with emerging pay-transparency standards. These audits directly inform our reviews of compensation and benefit practices.

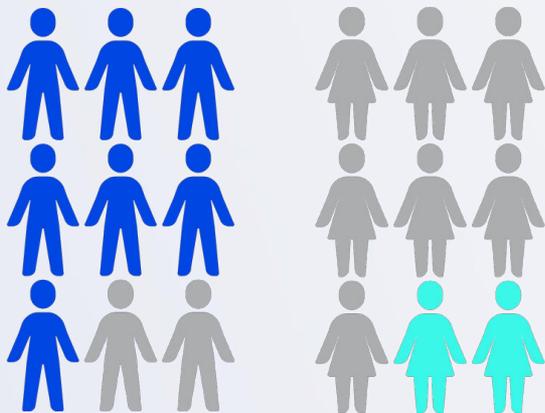


Community Impact

Beyond the workplace, we advance gender equity through Project Connect, our CSR initiative supporting women in conflict-affected regions to access training and stable internet connectivity as they pursue careers in software engineering.

As of the snapshot date, the group employed 162 people across various functions and locations (Ireland, Spain, Portugal, Germany and the United Kingdom).

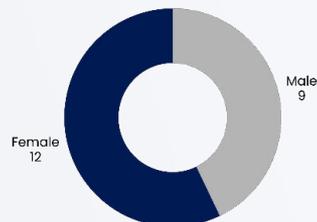
Total number of employees at Zartis Group



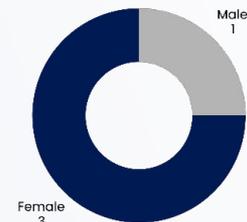
72.22% Male (117)

27.78% Female (45)

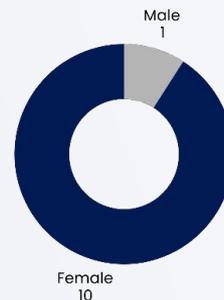
Business Pillar



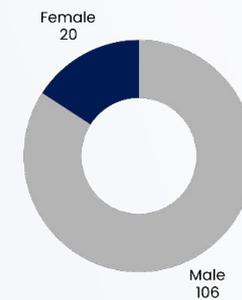
Finance Pillar



Operations Pillar



Technology Pillar

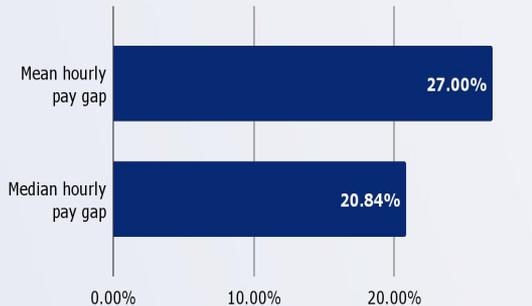


3. Gender Pay Gap Reporting Data 2025.

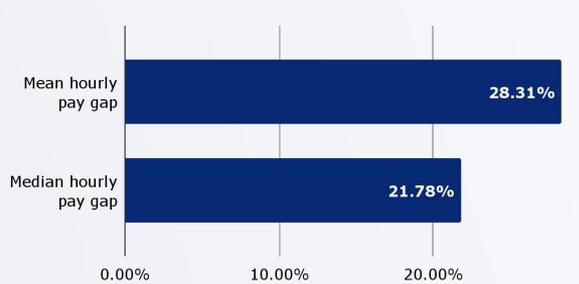


The overall gender pay gap at Zartis is influenced by the distribution of employees across the company's pillars. A significantly higher proportion of male employees work in the Technology pillar compared to higher number of female employees in the FOB pillars.

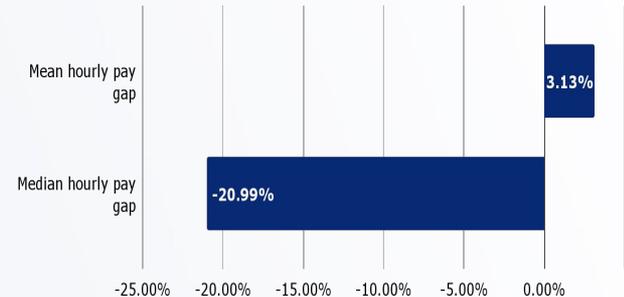
Total Remuneration Pay Gap: On average females are paid 27% (mean) and 20.84% (median) less than males.



Full-Time Gap: On average females are paid 28.31% (mean) and 21.78% (median) less than males.



Part-Time Gap: On average females are paid 3.13% (mean) less than males but 20.99% (median) are paid more than males. Only 4.32% of the workforce are part-time.



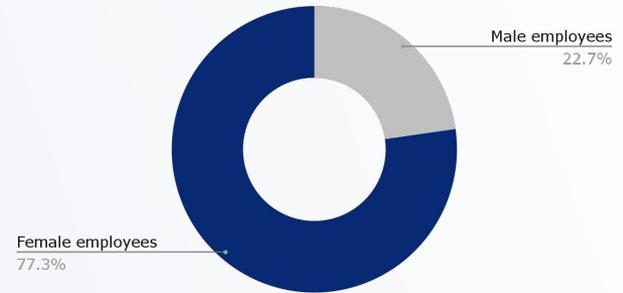
A **positive %** → males receive higher hourly pay on average.
 A **negative %** → females receive higher hourly pay on average.

It is observed that, among employees with access to the bonus programme, female employees are receiving a higher proportion of bonuses than their male counterparts.



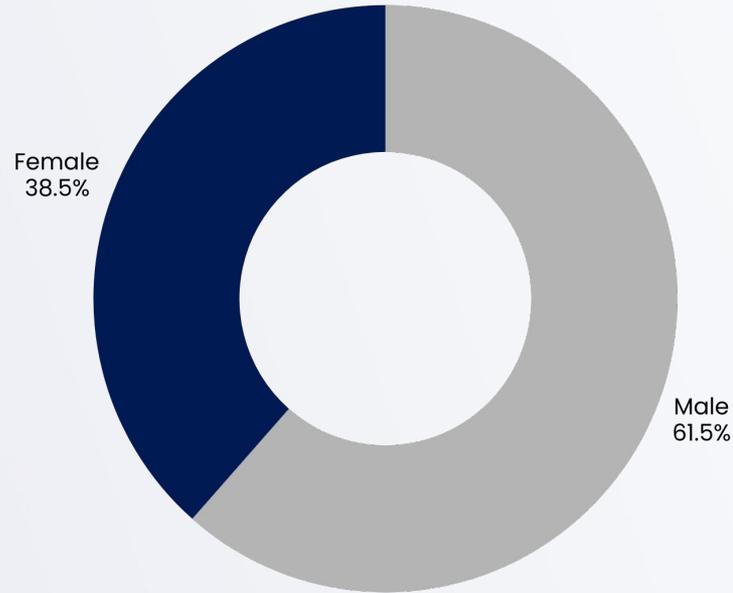
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Proportion of female and male employees receiving a bonus



All employees in the FOB pillars participate in a performance-based bonus programme, unlike the Technology pillar. The gender distribution within the pillars explains the differences in the proportion of males and females receiving bonuses and the related bonus gap.

Employees receiving benefits in kind show a narrower gender gap compared with the overall workforce distribution (72.22% male, 27.78% female).



	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male	37.50%	72.50%	90.24%	87.50%
Female	62.50%	27.50%	9.76%	12.50%

This breakdown of hourly rates by defined quartiles reflects the gender proportion in our workforce with a greater proportion of men in higher paid quartiles.

The distribution of males and females across the pay quartiles **reflects the mix of roles and market salary levels** within the organisation. The **lower quartile** has a higher proportion of female employees, consistent with the greater concentration of women in the Finance, Operations, and Business pillars, where market pay levels are lower.

The **lower-middle, upper-middle, and upper quartiles** show higher male representation, aligning with the demographic and salary structure of the Technology pillar, which is male-dominated and commands higher market rates due to specialist skills.

While the business has made a **significant effort in recruiting females to our industry and business**, we recognise more needs to be done and have action plans in place to increase our level of recruitment and retention of female talent.

4. Actions and Commitments.



Zartis will continue to monitor gender representation across pillar and be committed to reducing the gender pay gap through continuous improvement in its people processes, pay practices, and career development opportunities.



Compensation & Benefit Structures

Ensuring equitable pay across comparable roles through regular reviews and transparent criteria, while preparing for future pay-transparency obligations.



Attracting & Developing Female Talent

Encouraging balanced representation at all levels by monitoring gender distribution in recruitment and promotions, applying inclusive hiring criteria, supporting internal mobility, and delivering mentoring and coaching initiatives.



Career Progression & Transparency

Strengthening merit-based progression through clear expectations, unbiased processes, and manager training, while ensuring that parental or care leave does not hinder growth opportunities.



Accessible Flexible Working

Continuing to offer flexible working arrangements that support family and care responsibilities, improving retention and equal participation.



Diversity, Equity & Inclusion Culture

Increasing DEI awareness through training and internal education, aligned with our broader ESG strategy and our commitment to support DEI-focused causes in local communities.

5. Methodology and Data Notes.

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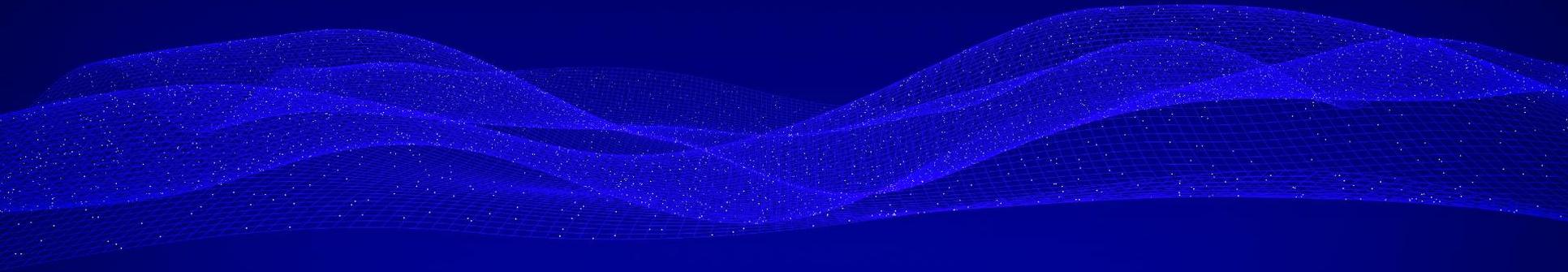
All figures in this report have been calculated following the formulas and definitions outlined in the Gender Pay Gap Information Regulations 2022 and the 2025 Guidance Note issued by the Irish Government.

Calculations are based on hourly remuneration and bonus pay for all relevant employees during the reference period. The hourly pay gap analysis covered ordinary pay (all regular pay received by an employee, including basic salary and any fixed allowances, calculated before deductions) and bonus pay (any additional payments linked to performance, results, or profit, awarded in cash or shares and paid within the reporting period). For the benefits in kind analysis, non-cash benefits provided by the employer—such as health insurance or taxable perks—that have a monetary value were considered.

Employees on unpaid leave have been excluded, as required by the regulations.

Data was extracted from internal HR and payroll systems and reviewed to ensure accuracy and compliance.

6. Declaration.



We confirm that the information and data contained in this report are accurate and have been prepared in accordance with the Gender Pay Gap Information Act 2021, the Gender Pay Gap Information Regulations 2022, and the accompanying Guidance Note on Gender Pay Gap Reporting (updated 2025) issued by the Department of Children, Equality, Disability, Integration and Youth.

People Operations Team
Zartis Group
Date: 28/11/2025

Thank you.

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