

UKG Pay Gap Reporting

Ireland 2025

The Gender Pay Gap Information Act 2021 requires Ireland employers with 50 or more employees to publish certain information in respect of their gender pay gap. This is the report for the Immedis Limited entity, in relation to the snapshot date of 1 June 2025.

Important Definition Distinction

The gender pay gap is a measure of the difference between the earnings of all men and all women.

This is different than *pay equity*. Pay equity compares the pay of different populations (such as men vs. women) to determine whether one group is paid significantly different than the other after accounting for neutral, job-related factors (such as role, level, skills or experience).

UKG's Ireland Gender Pay Gap

While the results indicate a pay gap when comparing all men to all women (regardless of role, level, skills or experience), UKG considers factors such as role, level, skills, experience or performance when determining pay.

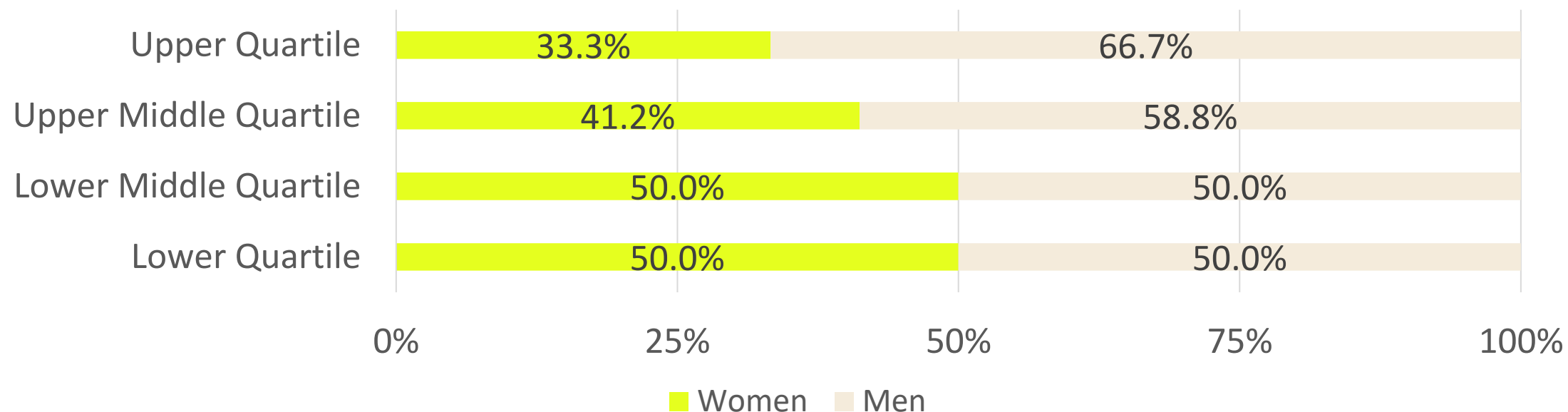
UKG's gender pay gap in the Ireland, is mainly driven by two things: lower representation of women in senior individual contributor and management level roles and a lower representation of women in sales roles. Focusing on creating pathways to these roles for women will create more equitable distribution and help us to reduce this gap.

This starts with creating programs to attract a diverse workforce but by enabling employees of all backgrounds the same opportunities for success. Some of these programs and resources include Employee Resource Groups (ERGs), mentoring opportunities, unconscious bias training, flexible work arrangements and global benefit reimbursement program (which includes things like childcare reimbursements).

The Results

01 Percentage of men and women in each hourly pay quarter

This calculation represents the percent of men and women in 4 equally sized groups, ranged from highest to lowest hourly pay. The quartiles are created based on the hourly pay of the noted employee population and are not related to UKG’s salary ranges.



02 Mean (average) and median gender pay gap for hourly pay

The **mean** represents the difference between the average hourly pay of all men vs. the average hourly pay of all women expressed as a percentage of the men's average hourly pay. The **median** represents the middle of the distribution; it is the difference between the employee in the middle of the range of earnings made by men and the middle employee in the range of earnings made by women, expressed as a percentage of men’s median hourly pay. These calculations do not account for role, level, experience or skills.

	All	Part-time	Temporary
Mean (Average)	8.2%	n/a*	25.0%**
Median	12.4%	n/a*	8.8%**

*There are no men working in part-time roles, resulting in insufficient data to calculate these metrics.

**There is only one female employee in an entry level fixed-term contract role. While the male population in fixed-term contract roles includes also more senior positions.

03 Mean (average) and median gender pay gap for bonus pay

The **mean** represents the difference between the average bonus paid to eligible men vs. the average bonus paid to eligible women expressed as a percentage of the average bonus paid to men in the 12 months prior to 1 June 2025. The **median** represents the middle of the distribution. It is the difference between the employee in the middle of the range of bonuses paid to men and the middle employee in the range of bonuses paid to women expressed as a percentage of the median bonus paid to men in the 12 months prior to 1 June 2025. These calculations do not account for role, level, experience or skills.

Mean (Average)	Median
10.8%	1.1%

The Results

04 Percent of men and women receiving bonus pay

This calculation represents the percent of men and women who received a bonus in the 12 months prior to 1 June 2025.

Women	84.7%
Men	71.4%

05 Percent of men and women receiving benefit in kind

This calculation represents the percent of men and women who received a benefit in kind in the 12 months prior to 1 June 2025. At UKG, all employees are eligible to receive comprehensive medical coverage, with 100% of premiums covered by the company. A higher proportion of women have opted into this benefit compared to men.

Women	91.5%
Men	77.9%

Explaining the gap: The gap in average hourly pay and bonus pay is driven by a higher percentage of men in senior level roles, management roles and sales roles and exceptional awards granted to a limited number of men during the reporting period.

Declaration

I can confirm that the gender pay gap information published in this written statement and submitted to the Gender pay gap service is accurate.

Signed by:

Rosaria Sasso

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Rosaria Sasso

GVP. Total Rewards and People Analytics