



CubeMatch
Powering Change



GENDER PAY GAP REPORT

AS AT 30-06-2025

WHAT IS THE GPG?

The Gender Pay Gap (GPG) in Ireland measures the difference in average hourly earnings between men and women across an organisation. Under the Gender Pay Gap Information Act 2021, reporting became mandatory for companies with 250+ employees in 2022, extended to those with 150+ in 2024, and from 2025 it applies to all organisations with 50+ employees. Employers must report metrics including mean and median pay gaps, bonus disparities, and gender distribution across pay quartiles. Reports are based on a June snapshot and must be published within five months. This initiative promotes pay transparency, helps identify structural inequalities, and encourages employers to implement improvement plans.



INTRODUCTION

We are pleased to share CubeMatch's inaugural Gender Pay Gap Report, underscoring our commitment to building an inclusive and equitable workplace. As the Gender Pay Gap (GPG) reporting requirement will apply to organisations with 50 or more employees from 2025, this marks our first formal disclosure.

Notably, our recent analysis cycle shows that women represent 47.27% and men 52.73% of our total workforce; a positive indicator of the progress driven by our Gender Action Plan and our continued focus on improving gender balance, particularly at senior levels.

The company's gender pay and bonus gaps largely reflect the distribution of men and women across the organisation, with women under-represented in senior and higher-paid roles and more concentrated in lower-paid and part-time positions.

To address the Gender Pay Gap Report, the company will continue to strengthen female representation in leadership, ensure recruitment, promotion, and bonus processes remain fair and consistently applied, and monitor gender-related workforce data on an ongoing basis to measure progress and inform further action.

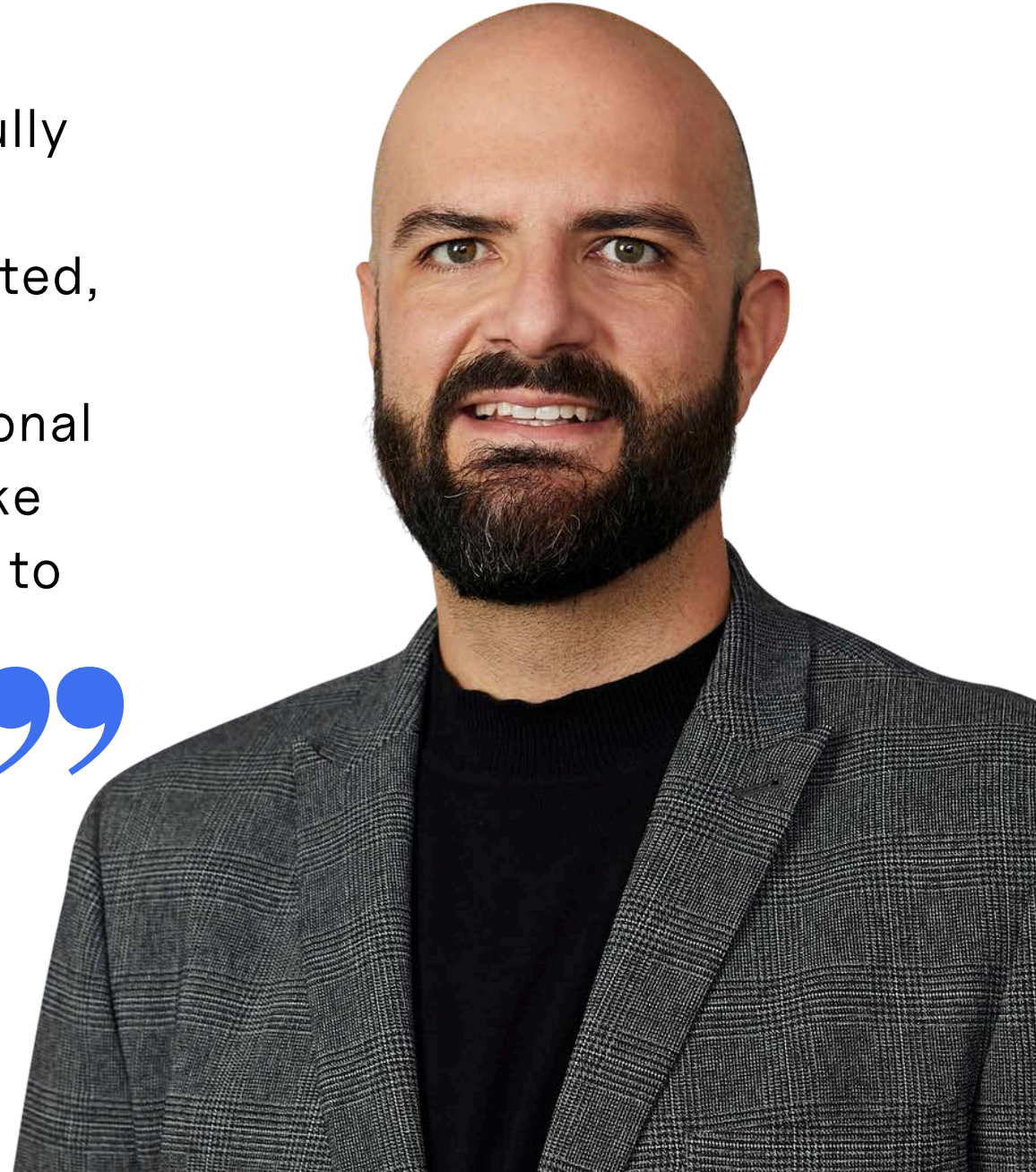
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Our Senior Management Team is fully committed to building a workplace where talent is recognised, supported, and rewarded fairly. Closing our gender pay gap is a key organisational priority, and we will continue to take meaningful, evidence-based steps to ensure equal opportunities.

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AITOR PIZARRO

Senior Group Finance Officer



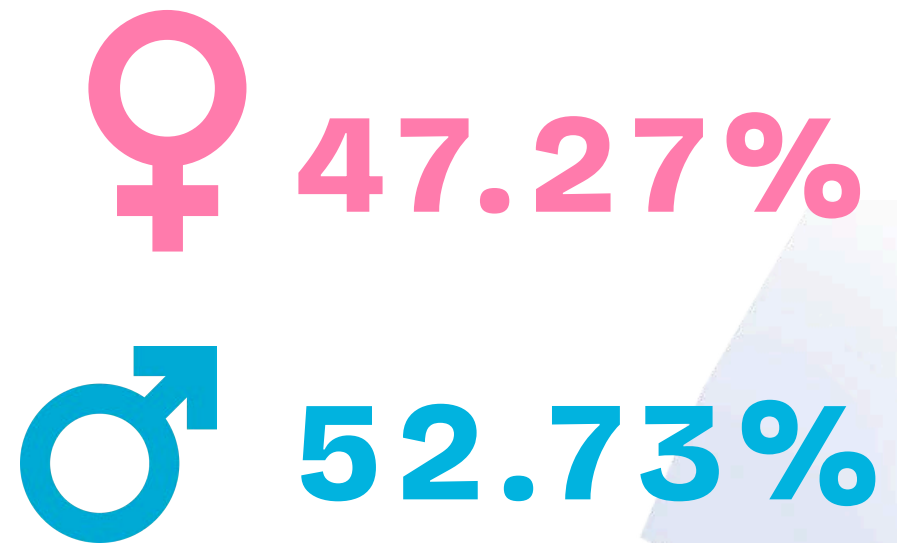
GENDER PAY GAP KEY FIGURES



GENDER BREAKDOWN

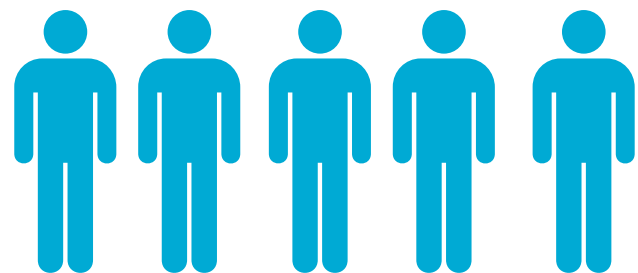
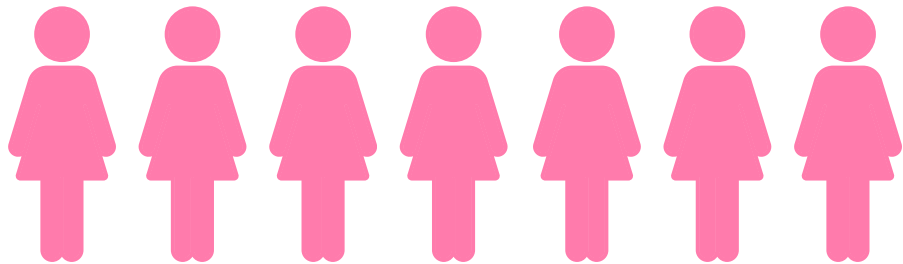
Our workforce is composed of 47.27% women and 52.73% men, reflecting a strong foundation of gender balance across the organisation. We are continuing to build on this progress by increasing female representation, particularly in senior and higher-paid positions, and by creating pathways that enable career growth and leadership development.

Through targeted recruitment initiatives and equitable workplace practices, we are advancing towards an even more balanced workforce and further reducing gender-related disparities in pay and representation at all levels.

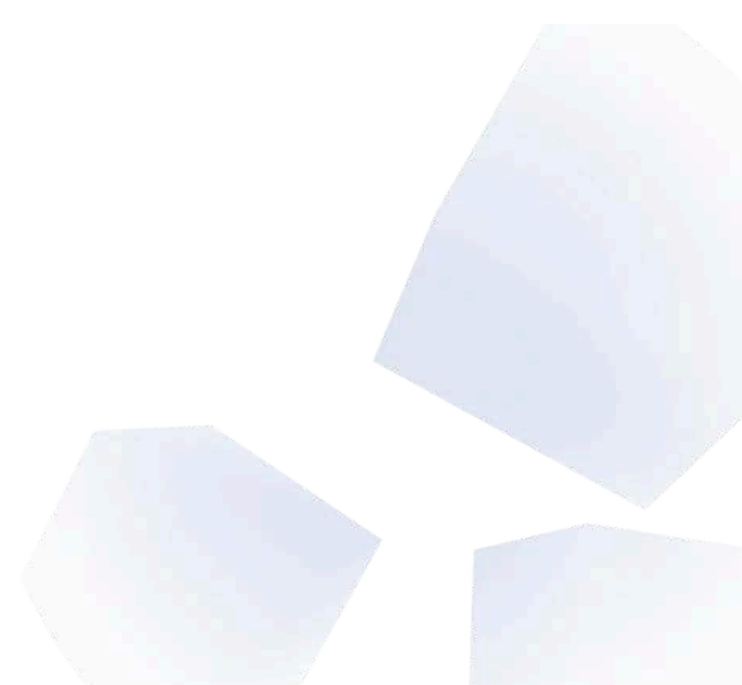


GENDER BREAKDOWN

Since 2024, we have welcomed seven women; including two in C-suite level positions and five men. These appointments highlight our ongoing commitment to fostering gender equality and ensuring that talent and opportunity are aligned at every stage of the employee journey.



SINCE 2024



IRELAND'S WOMEN IN FINANCE CHARTER

In 2023, CubeMatch became an early signatory to Ireland's Women in Finance Charter, a commitment to achieve greater gender inclusivity and balance across all levels.

At CubeMatch, we believe that powering change starts with acknowledging the importance of women representation and the need for gender equality, diversity, and inclusion in the workplace.

[Find out more ↗](#)



ENSURING WOMEN ARE REPRESENTED AT ALL LEVELS

- We have partnerships in place with: the Irish Management Institute, the 30% Club, Women Reboot and Women Returners.



MEAN & MEDIAN PAY

Mean Hourly Pay Gap – excluding bonus: - **21.33%**

Mean Hourly Pay Gap – including bonus: - **25.21%**



Our current mean pay gap shows that women earn 21.33% less than men (excluding bonus) and 25.21% (including bonus), underscoring an important opportunity for continued progress. We are actively advancing initiatives to increase the representation of women in higher-paid roles, strengthen career development pathways, and ensure equitable pay practices across the organisation.

Through these ongoing efforts, we are confident in our ability to narrow the pay gap over time and continue building a workplace where all employees are valued, supported, and empowered to succeed.

MEAN & MEDIAN PAY

Median Hourly Pay Gap – excluding bonus: - **23.90%**

Median Hourly Pay Gap – including bonus: - **25.93%**



Our median pay currently shows that women earn 23.90% less than men (excluding bonus) and 25.93% (including bonus), which highlights an important focus area for our ongoing efforts. We are committed to enhancing opportunities for women, particularly in senior and higher-paid roles, and promoting equitable pay practices throughout the organization. Through these initiatives, we aim to narrow the median pay gap over time and foster a more inclusive and balanced workforce.

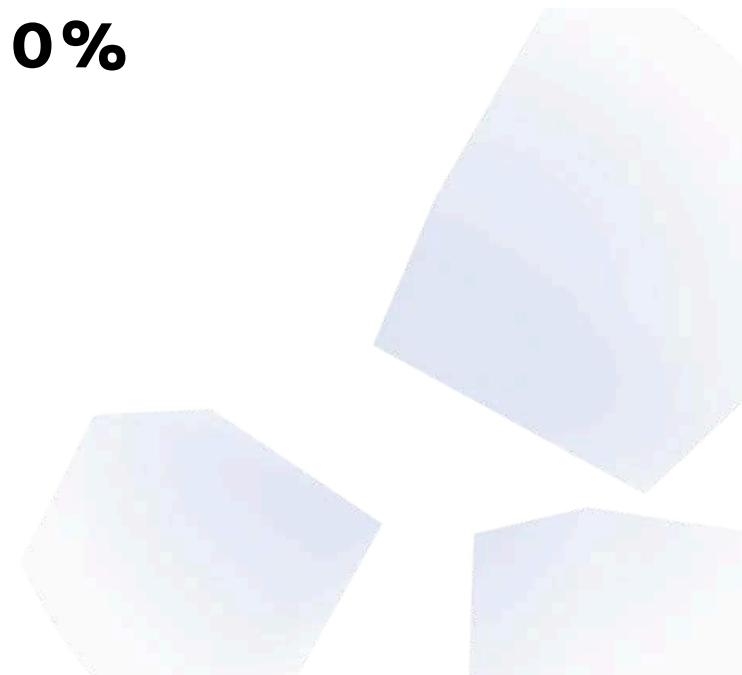
Gender Equality and Inclusivity for all is high on our Senior Management Team's agenda. As a company we have set ourselves targets to ensure women are represented at all levels across the company and will continue to put supports and systems in place to ensure we achieve these targets.

BENEFITS-IN-KIND (BIK)

Under the Gender Pay Gap Information Act 2021, employers must report the percentage of men and women who received benefits-in-kind during the reporting period. At CubeMatch, no employees received benefits-in-kind during the snapshot period.

Percentage of men receiving BIK: 0%

Percentage of women receiving BIK: 0%



MEAN & MEDIAN BONUS PAY

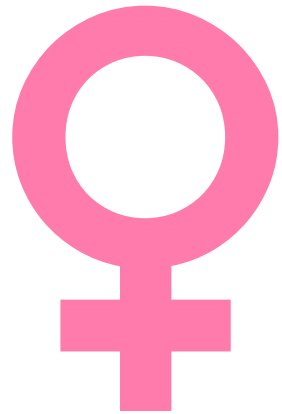
Mean Bonus Pay Gap:
- 57.70%

Median Bonus Pay Gap:
- 41.78%

Our current mean and median bonus gaps stand at -57.7% and -41.78%, reflecting opportunities to further strengthen equity in our reward structures. We are proud to have recently appointed two women to C-suite level positions, a milestone that marks meaningful progress in enhancing representation at senior levels. Looking ahead, we remain committed to building on this momentum by expanding opportunities for women in higher-paid and decision-making roles, ensuring that our bonus and reward practices continue to support a fair, inclusive, and performance-driven culture. These actions are integral to our broader strategy to cultivate a balanced, diverse, and high-performing workforce across all levels of the organisation.

The primary drivers of our gender pay gap are the underrepresentation of women in our highest-paid senior and leadership roles, and the higher concentration of women in lower pay quartiles. Bonus differences are driven by senior-level concentration of male employees.

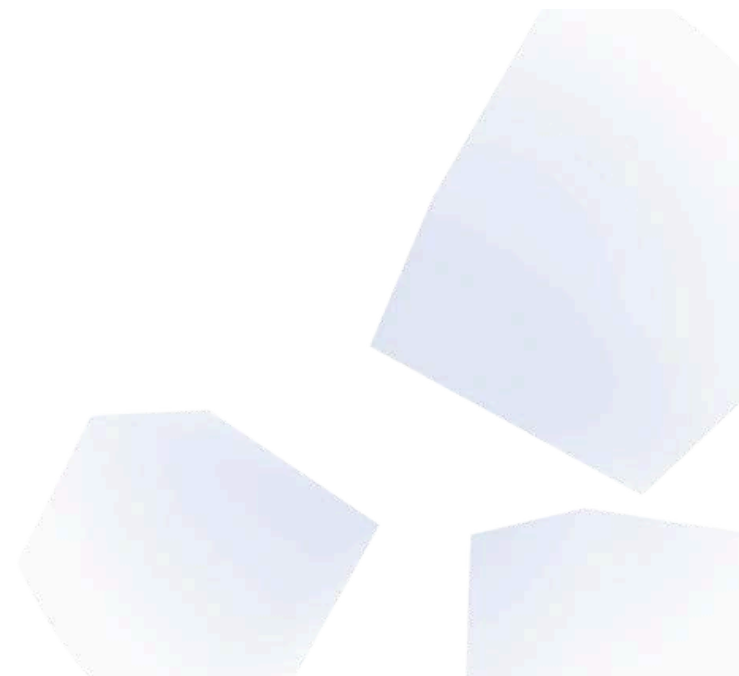
BONUS AWARDED



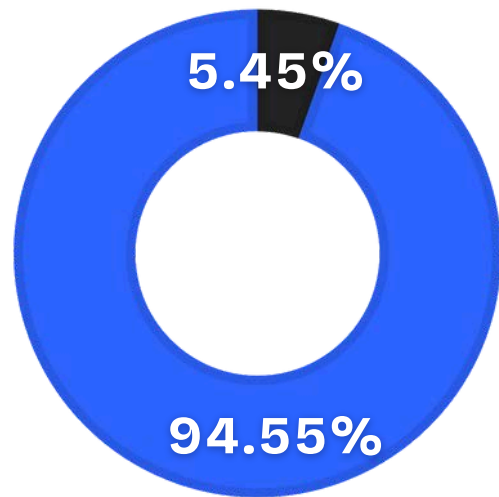
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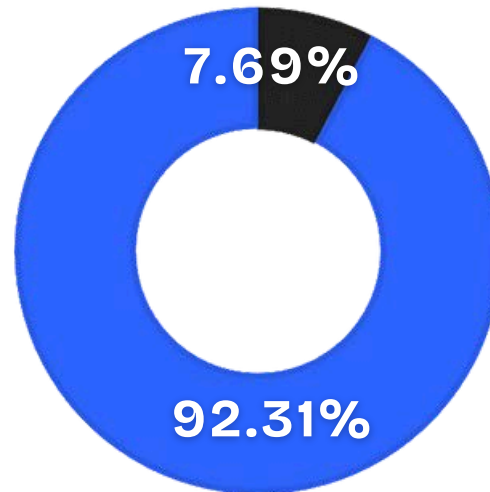
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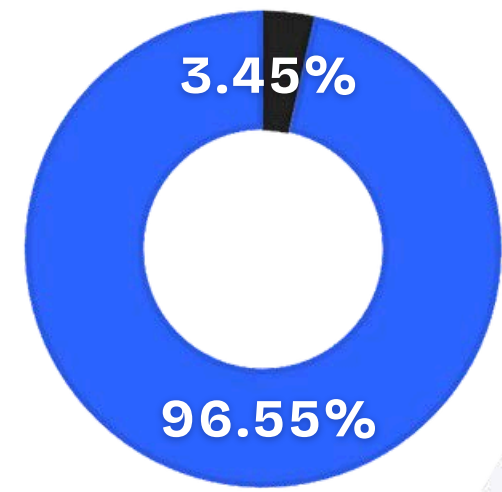
PART-TIME EMPLOYEES



OVERALL



WOMEN



MEN

The total percentage of part-time workers amounts to 5.45% of the overall workforce. When analysing this figure by gender, it becomes clear that the proportion of men employed on a part-time basis is relatively low, standing at only 3.45%.

In contrast, the percentage of women working part-time is significantly higher, reaching 7.69% of all female employees. This indicates that part-time employment is more prevalent among women than among men within the organization.

QUARTILES

Q1 LOWER



64.30 %



35.70 %

Q2 LOWER MIDDLE



42.90 %



57.10 %

Q3 UPPER MIDDLE



50.00 %



50.00 %

Q4 UPPER



30.80 %



69.20 %



ACTION PLAN TO REDUCE THE GENDER PAY GAP



CUBEMATCH

The company's gender pay and bonus gaps largely reflect the distribution of men and women across the organisation, with women under-represented in senior and higher-paid roles and more concentrated in lower-paid and part-time positions.

To address this, the company will continue to strengthen female representation in leadership, ensure recruitment, promotion, and bonus processes remain fair and consistently applied, and monitor gender-related workforce data on an ongoing basis to measure progress and inform further action.





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