Red Hat In Ireland Gender Pay Gap 2025 Results

Foreword

Red Hat, a subsidiary of IBM, is committed to equal pay for equal work. The Gender Pay Gap Information Act 2021 is a key piece of legislation which we fully support. Red Hat is committed to creating an inclusive and equitable work environment in Ireland and globally.

By sharing this report, we are publishing metrics by which we can measure our current position, as well as progress in future years.

Introduction

This report reflects our obligations as an Irish employer under the Gender Pay Gap Information Act 2021, which was signed into law in July 2021. The Act now places reporting and publication obligations on employers with 50 or more employees. This is Red Hat's fourth year of reporting, having published our first report in December 2022.

The gender pay gap is different from equal pay, which means paying women and men the same salary for performing the same or equivalent work. A gender pay gap is the difference in the average pay and bonuses of all male and female employees across an organisation.

Paying people fairly based on their job and without discrimination—regardless of gender or race—is not optional. It is a mandate that aligns with our values. Red Hat Ireland, along with IBM, has a longstanding practice of pay equity and is firmly committed to equal pay for equal work. To support our commitment to pay equity, each year we follow a consistent methodology to identify and address pay equity gaps across genders globally.

Red Hat in Ireland Results

A gender pay gap is the difference in the average pay and bonuses of all male and female employees across an organisation. Gender pay gap calculations do not account for differences in pay due to the nature of the role, level, or years of service or individual characteristics like qualifications and performance. All these variables can impact the results.

Like many other organisations, our gap is a result of having a lower percentage of women in senior, higher paid roles.

Pay & Bonus Gap Results

This is the percentage difference in mean and median pay for all females in the organisation versus all males in the organisation as of June 30th 2025.

Pay & Bonus Gap Results	Mean (average)	Median (middle)
Hourly remuneration pay gap percentages*	18.5%	11.2%
Bonus pay gap percentages	46.5%	20.8%

*Per regulations, pay gaps are to be reported for each, full-time, part-time, and temporary employees. The results above are for Red Hat's full-time employees as there were no temporary employees employed within the organization during the pay reporting period; and it is not possible to carry out the required calculation for part-time employees as there were no male part-time employees employed within the organization during the pay reporting period.

Pay Quartile Results

This shows the percentage of females and males in each pay quartile as of June 30th 2025.

Pay quartile percentages

Quartile	Men	Women
Upper	61.1%	38.9%
Upper middle	54.6%	45.5%
Lower middle	57.8%	42.2%
Lower	66.0%	34.0%

Bonus & Benefit in Kind Results

This is the percentage of females and males across the organisation in receipt of a bonus and a benefit in kind in the 12 months preceding June 30th 2025.

Bonus & Benefit in Kind Results	Men	Women
Percentage receiving bonus payment during the pay reporting period	84.3%	89.3%
Percentage receiving benefits in kind	85.3%	91.4%
Percentage eligible for benefits in kind	100.0%	100.0%

The Narrative Explaining our Gap

To understand whether our gender pay gap results also reflect pay equity differences, we work with a third party to conduct a statistical analysis of pay for employees based in Ireland, controlling for factors such as role type, job level, and experience.

The result of this analysis indicates that our mean and median pay gaps are largely explained by the different types of roles women and men are in, rather than differences in compensation, when controlling for factors such as those mentioned above.

The under-representation of women at senior leadership levels and in technology roles remains a significant industry-wide challenge in Ireland, as well as globally.

Addressing the gender pay gap remains a strategic focus for our business and has the full backing of our executive team. Priority actions are already in place.

Actions and Key Focus Areas to Reduce our Gender Pay Gap

Culture of Inclusion

Inclusion is a fundamental component of our culture that drives innovation, creativity and collaboration. Red Hat prides itself on creating a workplace that is inclusive and encouraging of all employees. A culture of inclusion ensures that every Red Hat employee feels valued and heard, fostering a sense of belonging that empowers team members to bring their authentic selves to work. This empowerment not only benefits Red Hat but also allows us to make a meaningful impact in society, reinforcing our commitment to building a better, more democratized world for everyone. In essence, inclusion is not just a value we uphold; it is the catalyst for our success and the foundation of our thriving community.

The employees of Red Hat represent a talented and diverse workforce of individuals from all backgrounds and experiences. Achieving the full potential of all Red Hatters is a business priority that is fundamental to

innovation and creativity, which ensure our competitive success. Red Hat's long-standing commitment to equal opportunity is based on sound business judgment and anchored in Red Hat's and IBM's values.

All Red Hat employees are expected to contribute to an inclusive, respectful workplace free from discrimination, harassment, bullying, and retaliation. Our commitment to pay equity ensures that employees are compensated fairly based on their roles and contributions. Women globally earn $1 for every $1 earned by men for similar work. Pay equity analysis is performed in every country where we have IBM employees. We look at how to correct any pay equity discrepancy, as well as how to prevent it.

Skills and Development

At Red Hat, we are committed to supporting our employees in their professional journey by fostering an environment that values skills. Developing new skills and ensuring all employees have the right skills for the changing market is a business imperative. Red Hat is committed to investing in and creating an environment that offers all employees the opportunity for development and advancement, enabling new learning experiences and career progression without barriers.

Red Hat invests in its employees' professional development with a range of advanced tools and resources that empower Red Hatters to direct their own career paths and build the skills required to pursue their goals.

Red Hat also offers world-class learning and development experiences for leaders at all levels of the organisation via the Red Hat Manager Academy.

Declaration

We confirm that this report is true and accurate and our data has been prepared following the requirements of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2024, and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2025.