

Gender Pay Gap Report

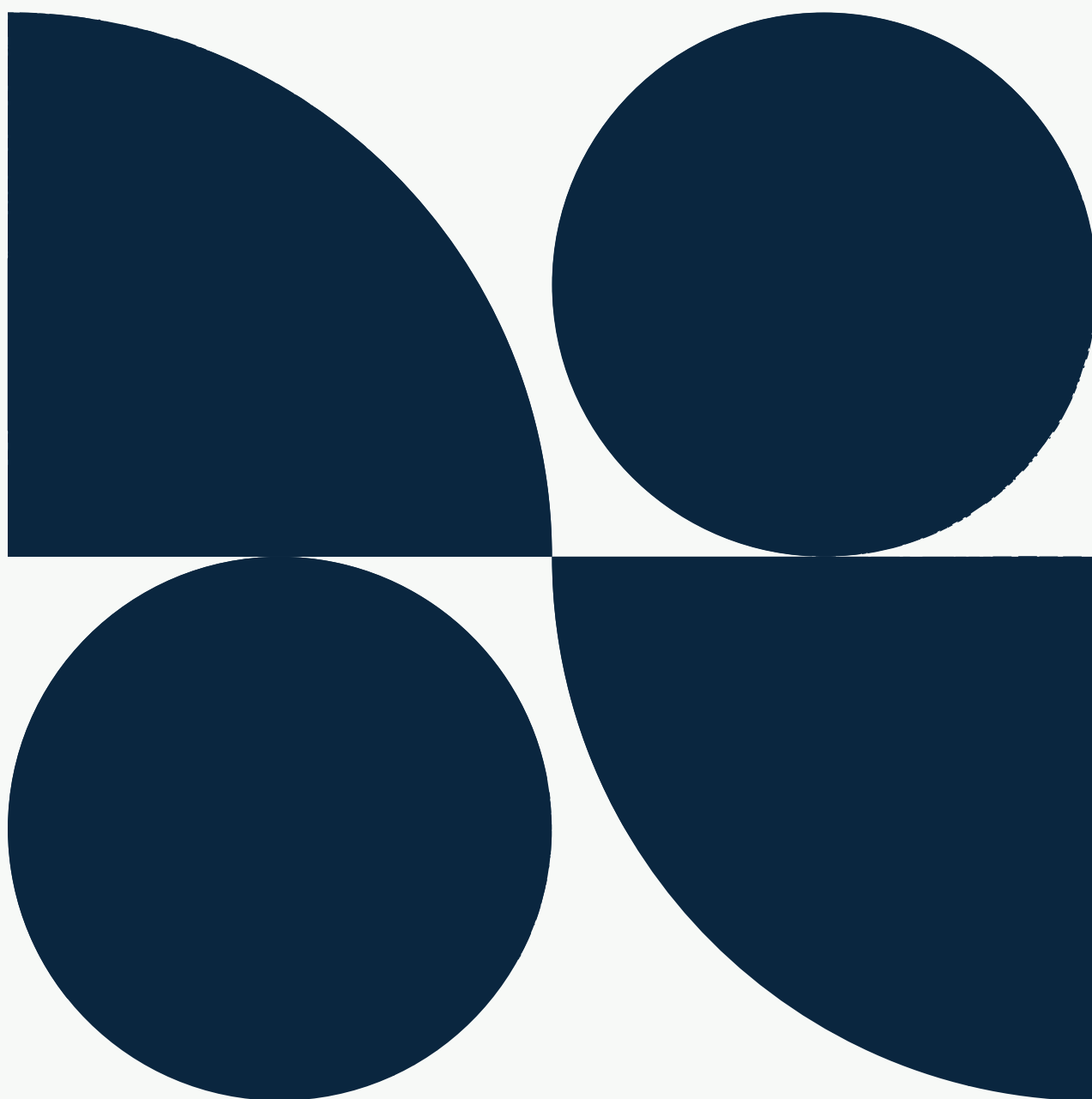


Table of Contents

Mallon Technology
Gender Pay Gap Report
2025

01

Introduction

02

Inclusion, Diversity
& Equity at Mallon
Technology

03

Our Gender Pay
Gap Figures

06

Understanding the
Pay Gap

07

Addressing the Pay
Gap

09

Our Plans for the
Upcoming Year

10

Conclusions



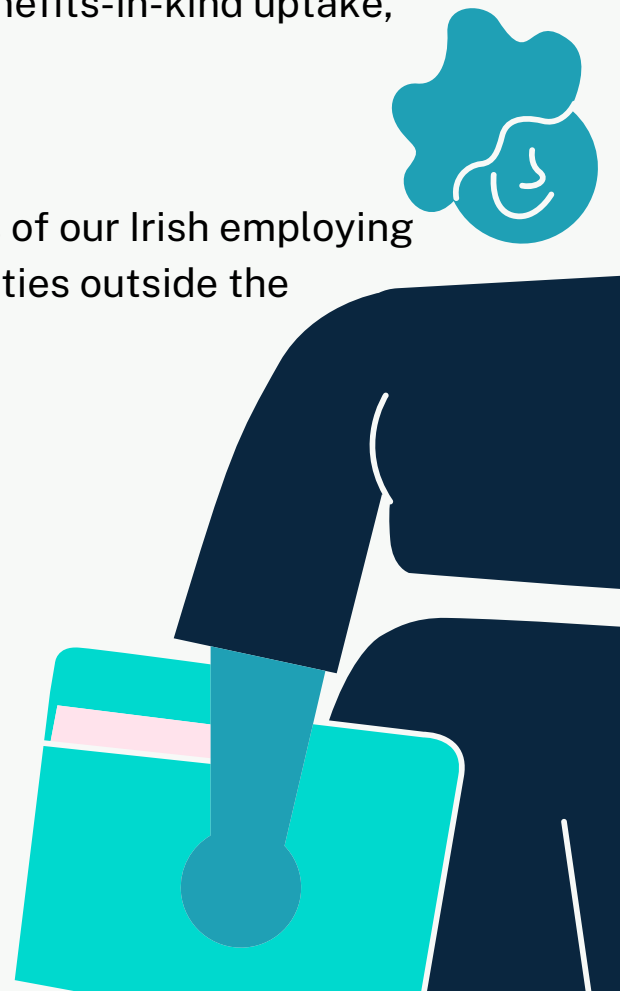
Introduction

Mallon Technology
Gender Pay Gap Report
2025

The Gender Pay Gap Information Act 2021 introduced Gender Pay Gap reporting obligations for all public and private organisations. In 2025, organisations with 50 or more employees must report on their Gender Pay Gap. In addition to the requirement to publish certain pay gap information, relevant employers must report the reasons for their gaps and the measures they are taking or proposing to eliminate or reduce them. A Gender Pay Gap is distinct from equal pay, which means paying women and men the same salary for equal work.

Mallon Technology has prepared this Gender Pay Gap report using 30th June 2025 as the snapshot date. All figures reflect employees employed on that date and are calculated from hourly remuneration for the 12 months preceding the snapshot. Where relevant, we also report part-time and temporary cohorts, benefits-in-kind uptake, and pay quartiles.

The data in this report relates to employees of our Irish employing entity and does not cover employees of entities outside the Republic of Ireland.



Inclusion, Diversity & Equity at Mallon Technology

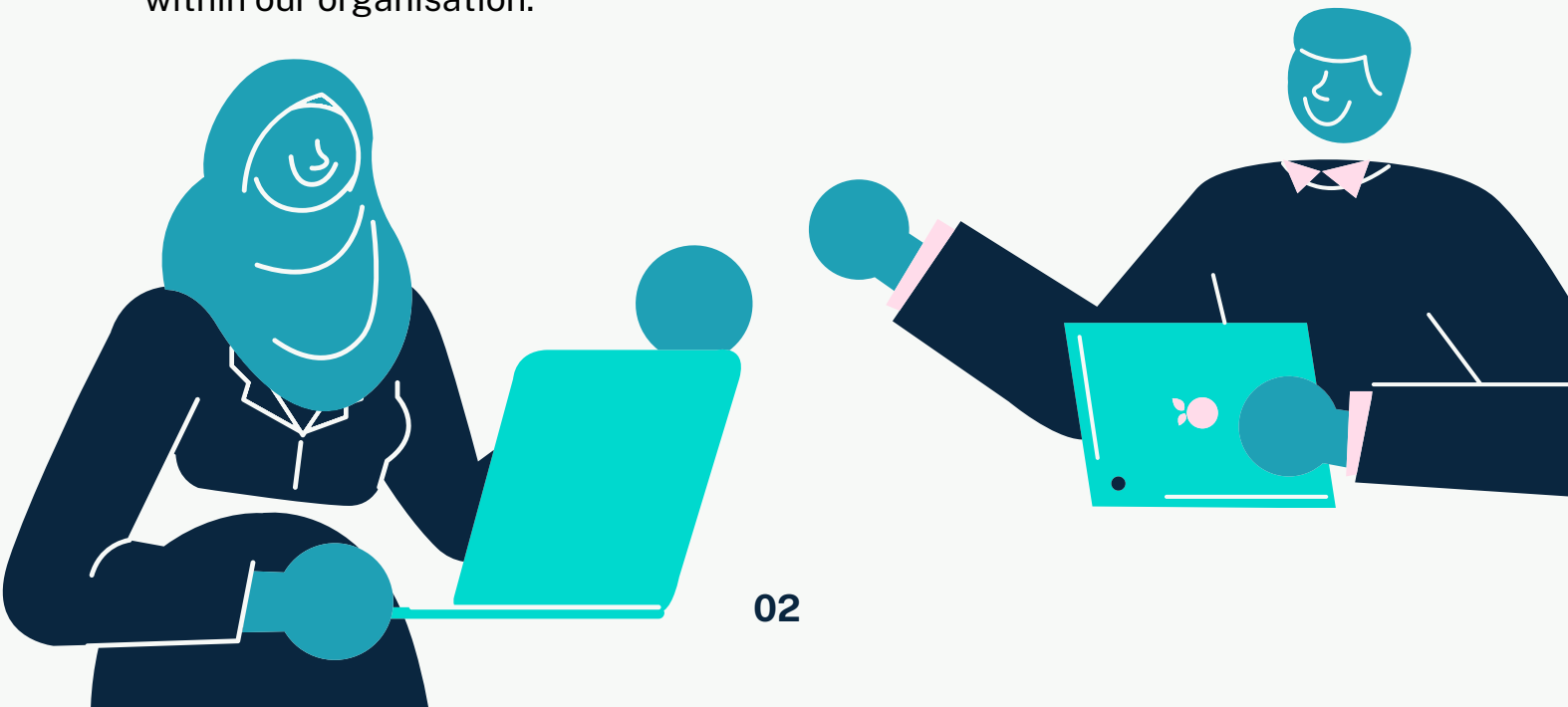
Mallon Technology
Gender Pay Gap Report
2025

We are pleased to present our first Gender Pay Gap report, which reflects our ongoing commitment to fostering an inclusive and equitable workplace. This year, we are starting to present our results and ways to improve ourselves.

We realised that the Gender Pay Gap report is essential for building a better structure and future, where inclusivity and supporting our employees' growth is the best mission we could ever have.

While we celebrate this achievement of doing and analysing our Gender Pay Gap report for 2025, we recognise that this is only the first step and there is much work to be done. Our goal is to continue these improvements and further embed the principles of our Gender Action Plan into every aspect of our organisational practices.

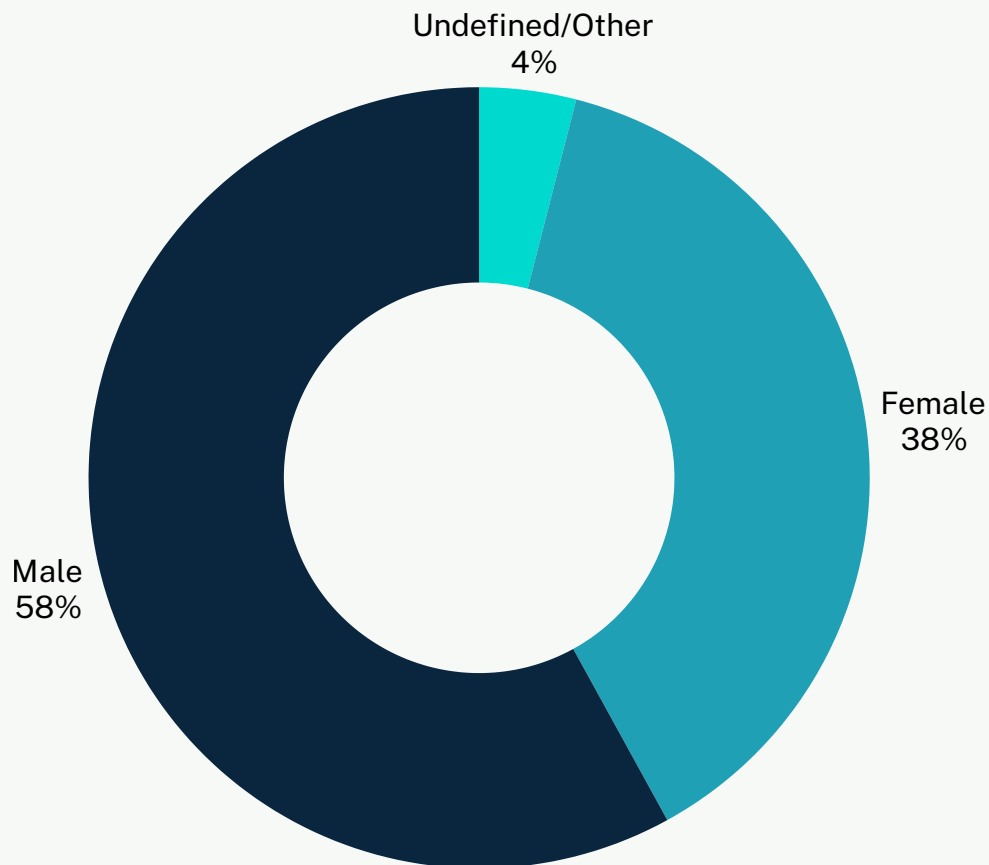
Our commitment has always been to ensure that every employee, regardless of gender, can thrive with us and reach their career ambitions. By focusing on our Gender Action Plan and its implementation, we aim to build on the success we have achieved and increase the number of men in senior leadership roles, which will, in turn, help further close the Gender Pay Gap within our organisation.



Our Gender Pay Gap Figures

Mallon Technology
Gender Pay Gap Report
2025

Employee Gender Breakdown



-5.66%

Mean hourly pay gap

+1.08%

Median hourly pay gap

Figures Continued

Mallon Technology
Gender Pay Gap Report
2025

Percentage of women & men when divided into four quartiles:

Lower	%
 Women	48.7%
 Men	51.3%

Lower Middle	%
 Women	50.2%
 Men	49.8%

Upper Middle	%
 Women	49.9%
 Men	50.1%

Upper	%
 Women	51.1%
 Men	48.9%

Figures Continued

Mallon Technology did not operate a bonus scheme in the 12 months preceding the snapshot date.

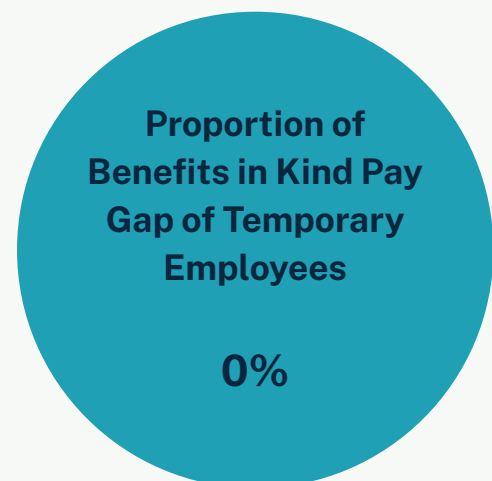
One employee was on a fixed-term contract and does not identify as male or female; therefore, temporary-contract gender pay gaps (mean and median) are not applicable as there were no male or female temporary employees on the snapshot date.

The part-time gender pay gap refers to a cohort of two roles (one female and one male). Because the sample is so small, the percentage result is highly volatile and should not be treated as indicative of broader pay structures.

Proportion of Bonus Received		Proportion of Benefits in Kind	
	%		%
 Women	0%	 Women	72.9%
 Men	0%	 Men	62.0%

Pay Gap of Part-time Employees

-140% Mean hourly pay gap
-140% Median hourly pay gap



Understanding the Pay Gap

Mallon Technology
Gender Pay Gap Report
2025

Our Median hourly pay shows a small gap of +1.08% in favour of men, indicating that the typical man earns slightly more than the typical woman. However, our mean hourly pay shows -5.66% in favour of women. This difference arises because women are proportionally more represented in a small number of higher-paid roles, which raises the average female hourly pay. At the same time, the middle of the distribution remains close, with a slight edge to men.

+1.08%

Median hourly pay gap

-5.66%

Mean hourly pay gap

Our pay quartiles are close to gender parity across all four bands. Women are slightly less represented in the lower quartile (48.7%) and slightly more represented in the upper quartile (51.14%). This slight tilt towards women in the top quartile helps explain why our mean gap is -5.66% (in favour of women) while the median gap is +1.08% (in favour of men).

Among part-time employees, the mean gender pay gap is -140% and the median is -140% (both in favour of women). This arises because the part-time cohort is only two roles (one female at €32.90/hr, one male at €13.70/hr; difference €19.20/hr). With such a small sample, the percentage is highly volatile and not indicative of wider pay structures.



Addressing the Pay Gap

Mallon Technology
Gender Pay Gap Report
2025

To ensure continued equity and reduce any residual gaps, Mallon Technology will focus on targeted, measurable, and proportionate actions given our size and structure. These include the following:

Within-grade Pay Assurance

Annual checks that starting salaries, progression steps, and make/shift premia are applied consistently for comparable roles, with any exceptions documented and approved.

Hiring & Promotion Governance

Require diverse candidate slates where practicable, structured interviews, and calibrated scoring to reduce subjectivity in selection and progression outcomes.

Role/Grade Mix Monitoring

Track gender representation by team, grade, and critical skill areas to identify drift (e.g. entry vs senior layers) and respond with targeted development and mobility options.



Addressing the Pay Gap continued

Mallon Technology
Gender Pay Gap Report
2025

Career Development Access

Ensure equal access to training, stretch assignments, and mentoring; publish clear criteria for progression along technical and managerial roles.

Flexible Work Parity

Encourage balanced uptake of flexible and part-time arrangements by all genders, with clear guidance for line managers to avoid unintentional career penalties.

Allowance & BIK Transparency

Eligibility for employer-paid health insurance (available after two years' service) is set out in our Employee Wellbeing Policy (Employee Handbook, policy in effect on 30th June 2025). We track and report uptake by gender and periodically review for unintended barriers.



Our Plans for the Upcoming Year

Mallon Technology
Gender Pay Gap Report
2025

Following our results, we have laid out a plan for the coming year that outlines the actions we will take. Each action will have an owner, simple success measures, and a summary published in next year's report.

As an ongoing measure, we will undertake a quarterly workforce composition dashboard (by grade/quartile) to detect movement early, including BIK eligibility/uptake by gender for transparency.

Q1

Complete an internal pay structure and progression audit (spot checks of offers, promotions, and adjustments since the last snapshot).

Q2

Introduce a lightweight calibration step for promotions and off-cycle pay decisions at the team/department level.

Launch a targeted development programme for underrepresented groups in higher-paid roles.

Q3

Review flexible/part-time role design and publish examples of senior roles performed flexibly; track uptake by gender.



Conclusions

Mallon Technology's first Gender Pay Gap analysis shows overall near-parity with a slight positive median gap and a negative mean gap driven by slightly higher female representation at the top end of pay.

Quartiles are balanced, and there is no bonus scheme in scope; BIK uptake reflects tenure-based eligibility and personal choice.

Very small numbers dominate part-time results and should be interpreted with caution.

We are embedding clear pay governance steps, transparent progression, and balanced access to flexible work to sustain equity as our workforce evolves. We will report progress against the plan above in our next cycle.

We are encouraged by this strong baseline, which we will continue to build on to support a fair, inclusive, and high-performing workplace.

