



Guidewire Ireland

2023 Gender Pay Gap Report



The intent of this report

In Ireland, all companies with 250 or more employees must report their gender pay gaps in accordance with government regulations. The results of that required analysis are in this report. While this report is done specifically to meet this requirement, each year Guidewire also does a global pay equity review to ensure pay equity across roles in our company.

Gender pay gap vs. pay equity

This report provides details of the pay distribution between men and women across our Irish workforce. The figures represent the difference between the pay (median and mean) of all male and female employees, irrespective of their role or seniority within Guidewire, at the snapshot date of June 30, 2023.

Guidewire Ireland

Gender Pay Gap 2023 Figures

Full time employees (Male to Female)

MEAN PAY GAP

3.35%

MEDIAN PAY GAP

2.56%

MEAN BONUS GAP

7.69%

MEDIAN BONUS GAP

5.69%

Full time employees (Male to Female)

PROPORTION RECEIVING A BONUS

80%

MALE

81%

FEMALE

PROPORTION RECEIVING A BENEFIT IN KIND

96.7%

MALE

95.8%

FEMALE

Contract employees (Male to Female)

MEAN PAY GAP

-2.22%

MEDIAN PAY GAP

-2.48%

Figures are based on a snapshot of data from June 30, 2023 and the preceding 12 months.

Salary quartiles

Salary quartiles divide salaries into four equal parts, each representing 25% of the population. Top quartile represents the highest 25% of salaries, Lower quartile represents the lowest 25% of salaries.

TOP QUARTILE

76%

MALE

**24%**

FEMALE

UPPER MID QUARTILE

73%

MALE

**27%**

FEMALE

LOWER MID QUARTILE

70%

MALE

**30%**

FEMALE

LOWER QUARTILE

75%

MALE

**25%**

FEMALE

The Guidewire gap in gender pay

- We undertake an annual global pay equity review each year to ensure pay equity across roles in our company — meaning that women and men in the same roles with the same experience receive the same pay.
- The employee gender imbalance can be seen in the data on page three: our two largest functions in Ireland, both of which primarily employ technical roles, include more men than women. Professional Services: M: 72%, W: 28% and Product Development: M: 79%, W: 20%. On the whole, our technical-development-focused roles in Ireland are 83% men and 17% women. This disparity is in line with historic trends across the tech industry.
- More male representation at higher-level roles within the organization is the primary driver for the mean bonus gap percentage. Guidewire's bonus target percentages and long-term incentive awards are greater for higher levels within the organization.
- No traditional gender pay gap (men to women) is seen for Guidewire's temporary contract employees, which is consistent with industry trends.

Efforts to reduce the gender pay gap

For FY23 our focus has been on increasing female representation both through early career hiring and the growth and development of our existing female talent. We have seen a downtick for FY22, so we have incorporated a corporate goal around both female representation and leadership. We continue to pay particular attention to succession planning for women moving into senior roles. We are confident that these ongoing efforts will reduce our gaps over the long-term.

1 Addressing the gender gaps in Professional Services and Product Development

- **Diversity:** In partnership with Ireland Software Skillnet, a government-funded initiative focusing on IT women reentering the industry, we have successfully recruited two women returners during the 2023 pilot. The program's expansion in 2024 anticipates the hiring of 15 women returners.
- **Early Career:** In 2023, our Company Basecamp Intern Program achieved a female new hire makeup of 46% globally and 37.5% in Ireland.

2 Mentoring and growth opportunities for women

Guidewire's commitment to fostering a supportive community and advancing the careers of our female employees is evident through several targeted programs:

- **Fostering and Mentoring our Female Leader Community:** In FY23, we hosted an inaugural summit for women designed to foster belonging, connectedness as well as growth in Sr. Leadership of the population. 93 NPS, 85% felt the event was excellent.
- **Leadership Development:** Our global, company-wide LMS system hosts dedicated learning pathways for women's leadership. A targeted learning pathway on Diversity, Equity, and Inclusion, available to all employees, offers courses such as Empowering Women in the Workplace, Leadership Strategies for Women, and Women Transforming Tech.

3 Flexible retention benefits

- **Flexible and Inclusive Benefits:** At Guidewire we acknowledge the importance of flexibility and mental wellbeing, especially in attracting and retaining female talent. We offer a range of inclusive benefits, including:
 - Global Paid Family Leave for new parents
 - Global sick leave covering menopause, menstruation, and travel time to receive medical care
 - Global bereavement leave encompassing pregnancy loss, including miscarriages and stillbirths
 - Additional company paid days off for year-end rest and relaxation

Continuing our progress

Guidewire recognizes that the tech industry and technical roles have long been predominantly male, which has led to more men than women in leadership roles. This naturally results in a pay gap, even if equal pay for similar work and experience (pay equity) exists. We will continue our work on this long-term disparity, in the belief that more female participation at higher levels benefits Guidewire, the tech industry and society at large.

Guidewire is the platform P&C insurers trust to engage, innovate, and grow efficiently. We combine digital, core, analytics, and machine learning to deliver our platform as a cloud service. More than 540 insurers in 40 countries, from new ventures to the largest and most complex in the world, run on Guidewire.