

Guidewire Ireland

2022 Gender Pay Gap Report



The intent of this report

In Ireland, all companies with 250 or more employees must now report their gender pay gaps in accordance with government regulations. The results of that required analysis are in this report. While this is the first report of its kind, Guidewire undertakes an annual global pay equity review each year to ensure pay equity across roles in our company.

Gender pay gap vs. pay equity

The gender pay gap is not the same as equal pay. As such, this report is not about equal pay for equal work. The pay gap is the difference between what male and female employees are paid across all levels and role types within our organization and is measured by calculating the mean and median earnings of male and female employees.

Pay equity measures whether male and female employees are being paid equally for similar work and experience. This report provides details of the pay distribution between Guidewire 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 30th, 2022.

Guidewire Ireland

Gender Pay Gap 2022 Figures

Figures are based on a snapshot of data from June 30, 2022 and the preceding 12 months.

Full time employees (Male to Female)

MEAN PAY GAP	MEDIAN PAY GAP
7.46%	7.37%
MEAN BONUS GAP	MEDIAN BONUS GAP
9.35%	-1.95%

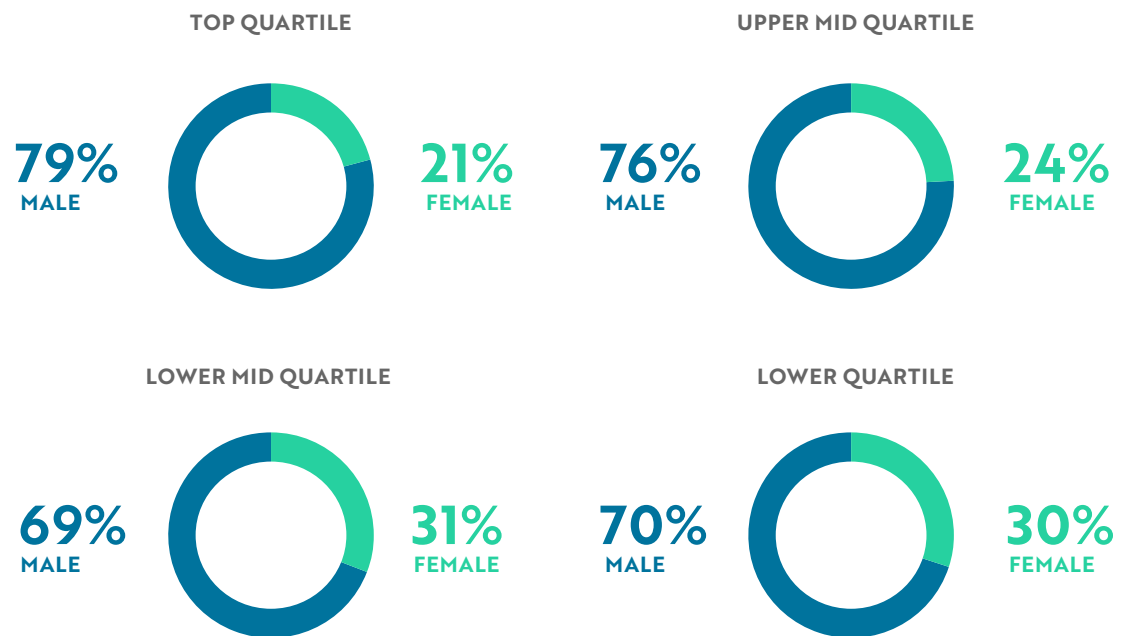
Contract employees (Male to Female)

MEAN PAY GAP	MEDIAN PAY GAP
-0.48%	-4.50%

Full time employees (Male to Female)

PROPORTION RECEIVING A BONUS	
82%	68%
MALE	FEMALE
PROPORTION RECEIVING A BENEFIT IN KIND	
93.7%	89.5%
MALE	FEMALE

Salary quartiles



The Guidewire gap in gender pay

- We have fewer females than males in technical and software engineering roles. We are engaged in initiatives to support the growth and development of women into both technical and leadership roles. We recognize this is a long-term solve that requires broad public effort and support.
- We undertake an annual global pay equity review each year to ensure pay equity across our roles in our company – meaning that females and males in the same roles with the same experience receive the same pay.
- The employee gender imbalance can be seen in the data on Page 3: our two largest functions in Ireland, both of which primarily employ technical roles, include more males than females. Delivery Services: M: 72%, F: 28% and Product Development: M: 81%, F: 19%. On the whole, our technical development focused roles in Ireland are 87% male and 13% female. 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 (male to female) is seen for Guidewire's contract employees, which makes sense given contract employees typically don't see a disparity in levels.

Note: Eligibility for bonus awards is much more balanced with 100% eligible female employees receiving a bonus award and 99.2% of eligible male employees.

Efforts to reduce the gender pay gap

We have several programs already in place to address the gender gaps outlined in this report and are committed to taking further action in 2023 and beyond. Building on our current measures, our focus will be on increasing female representation both through early career hiring and the growth and development of our existing female talent. We continue to pay particular attention to succession planning for women moving into senior roles. We are confident that, as a result of our ongoing efforts, our gaps will reduce over the long-term.

1 Addressing the gender gaps in Delivery Services and Product Development

- **Diversity:** In partnership with Delivery Services, our early career team has developed our very first women's returner program in an effort to increase female diversity representation in that function. Understanding that 51% of women will leave the workforce for a career break at some stage in their career, we have established a partnership with the Women's Reboot program in Ireland that is government funded and focuses on IT women returning to industry. These are women with IT professional and education qualifications.
- **Early Career:** In 2022 we kickstarted our campus hiring roadshow with a target to hire interns and graduates across seven key countries with over 40 target schools. One of our priorities in the program is to hire more women at these early career stages to address our gender imbalance. We fully anticipate our early career focus is the basis for future company leadership, and that a larger cohort of women included in our initial hiring will lead to more females higher up in the organization in the future.

2 Mentoring and growth opportunities for women

Guidewire has launched a number of female-focused programs with the aim of fostering community, mentorship, and career development while improving the retention and promotion of our female employees.

- **Fostering and Mentoring our Female Leader Community:** In 2022 we brought together 90 senior women from every department and geography across the company for a Women's Executive Summit. Participants came together to network and share their skills, uniqueness, and talents. Many women at the summit participated in a session on mentoring and we have launched a dedicated intranet site with tools and resources.

- **Leadership Development:** Our Early Career ERG (Employee Resource Group) — The Next Generation ERG, is an equitable, energetic, and fun group of employees worldwide, passionate about fostering a community of inclusion and belonging while learning valuable leadership skills as they learn to mobilize allies, run, market, and scale their programs. This group is for all those in the early stages of their careers, but many participants are women, with early career women making up 80% of the leadership team.

3 Flexible retention benefits

- **Flexible and Inclusive Benefits:** At Guidewire we understand the importance of flexibility and mental wellbeing, especially for attracting and retaining female talent. We've recently expanded a number of our benefits to be more inclusive, including:
 - Introduced Global Paid Family Leave for new parents
 - Enhanced global sick leave to include menopause, menstruation, and travel time to receive medical care
 - Expanded global bereavement leave to include pregnancy loss, including miscarriages and stillbirths
 - Introduced additional year-end rest and relaxation company paid days off

Continuing our progress

Guidewire recognizes that the tech industry and technical roles have long been predominantly male, which has led to more males than females 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 500 insurers, from new ventures to the largest and most complex in the world, run on Guidewire. For more information, contact us at info@guidewire.com.