



Intercom,
Stephen's Court,
Dublin 2

December 2023

The government of Ireland requires that we publish the following data related to employee remuneration in the state of Ireland for the year of 2023.

- Hourly: Mean: 20.5%, Median: 21.9%.
- Bonus: Mean: 6.7%, Median: 33.3%.
- Bonus Proportion: Men: 92.9%, Women: 89.9%.
- BIK Proportion: Men: 95.4%, Women: 91.1%.
- Pay Quartile Distribution
 - 1st Quartile: Women 18.4%, Men 81.6%.
 - 2nd Quartile: Women 39.4%, Men 60.6%.
 - 3rd Quartile: Women 44.9%, Men 55.1%.
 - 4th Quartile: Women 54.5%, Men 45.5%.

Intercom does not discriminate based on personal characteristics. Any difference in compensation between groups of employees is the result of a formulaic approach which considers market rates for a given level, role, and location and also performance in the role.

On the snapshot date, Intercom did not have any part-time employees. We had a very small number of employees on temporary contracts (<5 employees) in which there was only one temporary male employee. As such, the temporary employee dataset was too small to derive any meaningful insights given that there is only one temporary male employee. As a result of this small dataset and issues around confidentiality of salaries, Gender Pay Gap metrics for temporary employees have not been included in this report.