

DOCOSoft

GENDER PAY GAP REPORT

IRELAND

Year one | November 2025



A message from our CEO



At DOCOsoft, we are committed to fostering a workplace where every employee feels supported, valued and able to thrive. Diversity, equity and inclusion are central to our culture and the way we collaborate as a team.

This is our first Gender Pay Gap Report, following our continued growth to a workforce of more than 50 employees in Ireland. Reaching this scale is something we are exceptionally proud of, and with this growth comes the responsibility to ensure that our development as an organisation remains fair, inclusive and equitable. We welcome transparency and accountability and see this report as a meaningful part of how we continue to learn and progress.

It is important to recognise that the gender pay gap is not the same as equal pay. We are confident that we provide equal pay for equal roles. The gender pay gap instead reflects the current distribution of men and women across different levels in our organisation, particularly in senior technical and leadership roles.

We also welcome the direction of future legislation. We are preparing for the EU Pay Transparency Directive, which will introduce additional reporting and equity measures from 2026.

We remain committed to sustained progress over time, and to building a workplace where everyone has the opportunity to grow and succeed.

Aidan O'Neill
Chief Executive Officer



About DOCOSoft

DOCOSoft develops intelligent insurance claims management solutions for global (re)insurance organisations. Our teams work across Ireland and the United Kingdom, and we operate as one organisation, with shared leadership structures, values, performance expectations and compensation principles.

During the reporting period, our workforce grew significantly, including a 23% increase in headcount in Ireland and 29% growth across the company as a whole. This expansion included employees at different stages of seniority and experience and has influenced eligibility timing for bonuses and benefits within this reporting cycle.

PUBLICATION OF THIS REPORT

This report is published on the DOCOSoft website in accordance with the Gender Pay Gap Information Act 2021, which, as of 2025, applies to employers with 50 or more employees in Ireland.

The national Gender Pay Gap Reporting Portal is currently being introduced on a phased basis and is available to selected employers in 2025.

We welcome the move toward centralised transparency and will participate fully when the portal becomes available to all reporting employers from 2026.

What is the Gender Pay Gap?

The gender pay gap measures the difference between male and female employee's average pay within a business or organisation in Ireland, regardless of their role or level. This is different to equal pay, which compares the pay of men and women who perform the same role or roles of equal value. We have structures in DOCOsoft that ensure that men and women, doing the same work, receive the same pay.

The gender pay gap reflects how men and women are represented across levels of seniority. Where more men hold senior or highly specialised roles, the average pay for men will be higher, even where pay for the same role is equal.

The Gender Pay Gap Information Act 2021 was signed into law in July 2021. The Act amends the Employment Equality Acts 1998 to 2015 in the form of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

This legislation is welcomed by DOCOsoft and we are committed to continue to explore ways in which we can ensure that both male and female team members are encouraged and supported to be positioned to progress and take up more senior roles.

We aim to be transparent in both our reporting and our commitment to closing the gender pay gap as we continue to build on our existing initiatives to promote diversity and equal opportunities for all.

A NOTE ON INCLUSIVITY

This report is prepared in line with current legal reporting requirements, which use binary gender categories. We recognise that gender is not limited to these classifications and that some colleagues may identify differently.

Our commitment is to an inclusive culture where everyone is respected and supported.

Why the Gender Pay Gap Matters?

Understanding why the gender pay gap matters is important because it gives us insight into how career progression happens within our organisation. It helps us see where representation is balanced and healthy, and where it becomes more uneven, particularly at senior levels.

The gender pay gap helps to highlight how opportunities for leadership, influence and decision-making are distributed, and it encourages us to reflect on how we support people at different stages in their careers to grow in confidence and responsibility. Having this visibility allows us to continue building a culture where every employee sees a future for themselves at DOCOsoft, understands the pathways available, and feels positioned to pursue them.

Reporting on the gender pay gap also reinforces our commitment to transparency. It shows that we are willing to examine our own data honestly, share where we are today, and take meaningful steps to improve.

This is not a quick-fix exercise. The gender pay gap reflects long-term patterns in representation, and meaningful progress comes from sustained investment in how we support development, decision-making, inclusion and leadership across the organisation. By reviewing this data each year, we hold ourselves accountable for continuing to build an environment where every person has the opportunity to progress and succeed.



At DOCOsoft, we are committed to fostering a workplace where every employee feels supported, valued and able to thrive.

Our Gender Pay Gap (Ireland)

Snapshot date: 30 June 2025

We are reporting on the Mean Gender pay gap which is the differences between the averages of male and female earnings and the Median which is the difference between what the middle paid woman earns and what the middle paid man earns in our organisation. The purpose of this report is to provide the data and explain the measures we are taking and intend to take to close the gender pay gap in DOCOsoft.

Measure	Result
Mean Gender Pay Gap	20.26%
Median Gender Pay Gap	13.80%
Mean Bonus Gap	15.40%
Median Bonus Gap	0%
% Receiving Bonus (M/F)	58% / 75%
% Receiving Benefit-in-Kind (M/F)	53% / 63%



Bonus and Benefits

Bonus eligibility begins once probation is completed and pro rata for tenure of service in the bonus period, results primarily reflect recent joiners who were not yet eligible or joined after annual bonus in the reporting period. Benefit-in-kind participation also varies due to eligibility timing and employee preference, rather than access.



Part-Time and Temporary Employees

There were fewer than three part-time and fewer than three temporary employees in scope on the snapshot date. To avoid the risk of identifying individuals, figures for these groups are not reported in line with data protection best practice.

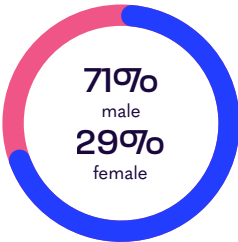
Our workforce



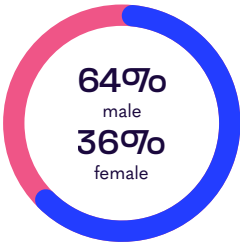
The percentage of male and female employees in each of four pay band quartiles in Ireland and whole company.

Ireland

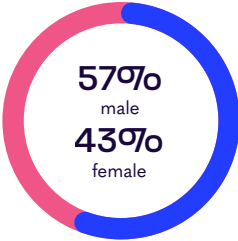
All Company



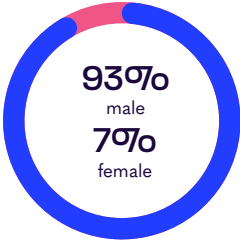
Lower Quartile



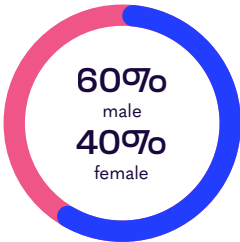
Upper Middle Quartile



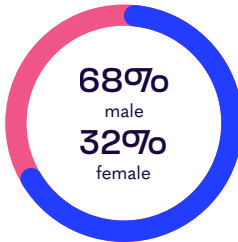
Lower Middle Quartile



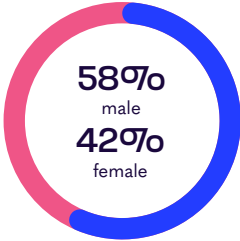
Upper Quartile



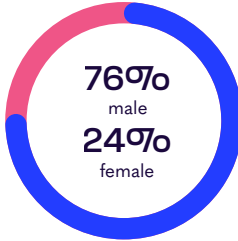
Lower Quartile



Upper Middle Quartile



Lower Middle Quartile



Upper Quartile

Our Commitment Going Forward



While this report reflects our Ireland based workforce, DOCOsoft operates as a single integrated organisation across Ireland and the UK, with shared leadership, culture, role expectations and compensation philosophy.

When we look at our organisation as a whole, we see more balanced representation at early and mid-career levels, particularly where teams are structured around shared collaboration, problem-solving and specialist learning. The gap becomes more pronounced at senior technical and leadership levels, where roles are currently held by a greater proportion of men. This means the gender pay gap is largely a reflection of representation at more senior levels, rather than differences in pay for the same work.

We are taking steps to support progress in this area as we continue to develop and embed our organisational structure across Leadership, Management and Team Lead roles. Clearer role expectations, accountability frameworks and decision-making structures will help ensure that opportunities to step into leadership and management responsibilities are visible, supported and fair. This provides a stronger foundation for progression conversations, succession planning and development planning that is meaningful and consistent across teams.

We continue to strengthen our recruitment approach, with a focus on widening access to talent pipelines, using consistent and fair selection criteria, and improving the visibility of career paths within DOCOsoft. As our teams continue to grow, this work will play an important role in supporting gender balance, particularly in technical and senior roles where representation has historically been lower across the industry.

We will continue to review gender representation and pay data annually, actively monitor progression patterns. Most importantly, we will continue to work collaboratively with our people, communicate openly about our progress, and remain focused on building a workplace where every employee can see and pursue a future here at DOCOsoft.



Find out more about DOCOsoft, our people and our culture

Visit our website www.docosoft.com
or email info@docosoft.com

