



Ireland Gender Pay Report

Report for publication

November 2025

2025 Ireland Gender Pay Results

Quest Software International LTD

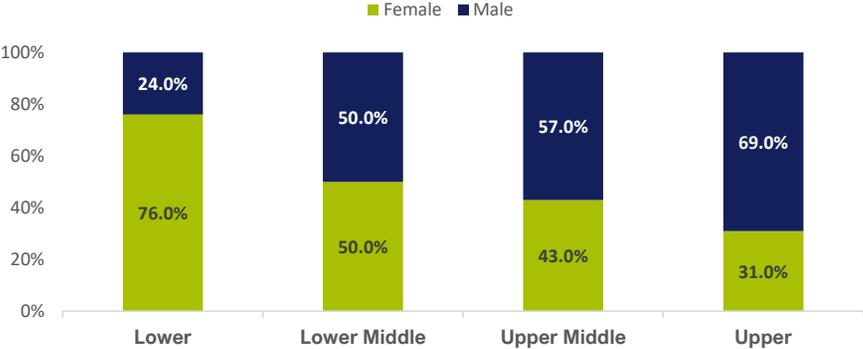
Hourly Pay Gap

What is it? The difference in hourly pay between male and female employees as a percentage of the hourly pay for male employees.



Pay Quartiles

What is it? The percentage of male and female employees in each pay quartile based on hourly pay.



2/24/2026

Bonus Pay Gap

What is it? The difference in bonus pay between male and female employees as a percentage of the bonus pay for male employees.



Bonus Pay Recipients

What is it? The percentage of male and female employees who received bonus pay during the twelve months period preceding the snapshot date.



Benefit in Kind Recipients

What is it? The percentage of male and female employees who received benefit in kind during the twelve months period preceding the snapshot date.



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Context

This is Quest Software International LTD's first year reporting under the Gender Pay Gap reporting requirements.

As of the snapshot date Quest Ireland employed 114 employees, of whom 50% were female and 50% were male.

Key Drivers of the Gap

- **New hires and leaves.** Female employees represented a greater share of new hires as well as leaves of absence. While this reflects ongoing efforts to attract female talent, it also highlights periods of absence that may temporarily influence pay outcomes.
- **Sales performance.** Within sales functions, male employees achieved higher average commission earnings than female employees. This variance appears to be driven by performance-based results rather than structural pay differences.
- **Representation in Senior Roles.** Women are more highly represented in junior and administrative roles. Men make up majority of employees in the highest-paid quartile, which includes senior leadership and advanced technical positions.

Measures we are taking

This year's results provide a baseline for continued monitoring and context for our ongoing pay equity efforts. While no immediate adjustments are required, we will continue to review our pay data and internal practices regularly to maintain fairness, consistency, and transparency across the organization, including deeper reviews by role level, function, and gender representation to identify any areas for improvement.

Gender Pay Gap vs. Pay Inequity

It is important to highlight the difference between a gender pay gap and pay inequity.

- Gender pay gap measures overall difference in average hourly pay between men and women across the organization regardless of role, seniority, or function. It reflects the distribution of men and women across different levels and types of jobs.
- Pay inequity, by contrast, would mean that men and women performing the same role, at the same level, with the same experience are paid different. Quest has robust compensation frameworks and regular pay reviews to ensure that employees in comparable roles are paid equitably, regardless of gender.

Our reported gender pay gap is therefore a measure of representation, not equal pay for equal work. The gap reflects the structure of our workforce and the underrepresentation of women in higher-paid technical and leadership positions, rather than unequal pay practices.

At Quest we are committed to ensuring fairness, inclusion, and opportunity for all employees.

In line with the Gender Pay Gap Information Act 2021, this report sets out the difference in average hourly pay between male and female employees in our Irish entity, based on a snapshot date of 30 June 2025.