

A photograph of three diverse professionals in an office setting. A man with glasses and a beard, wearing a blue button-down shirt, stands in the background smiling. In the foreground, a woman with dark curly hair, wearing a grey sweater over a white collared shirt, and another woman with blonde hair, wearing a maroon top, are both smiling. They are gathered around a wooden desk with a laptop. The background is a blurred office environment with warm lighting.

Infosys®

Infosys BPM
**Gender Pay Gap
Report 2025**

This is the fourth gender pay gap report by Infosys BPM in Ireland. We are pleased to report that our gender pay gaps continue to remain low. These figures reflect our commitment to fostering an inclusive workplace where everyone can thrive and advance based on merit.

While our pay gaps remain low, we recognise that gaps alone do not tell the whole story. This report provides an updated view of our gender pay gap statistics for 2025, explores the factors behind these gaps, and outlines the steps we are taking to further support women and increase gender diversity at all levels, particularly in senior roles. While we are encouraged by our continued low gaps, we ensure not to be complacent by making Infosys BPM Ireland a place where all employees can attain their full potential, without barriers.

Gender pay gap vs equal pay

Gender pay gap and equal pay are two distinct concepts:

- Gender pay gap is a statistical measure comparing the average pay and bonuses of men and women across the workforce. It does not account for differences in roles or responsibilities and may reflect demographic imbalances.
- Equal pay ensures that men and women performing the same or equivalent work receive equal compensation.

Our Gender Pay Gap Figures (as of 30 June 2025)

Statistic	2025
Mean pay gap	1.03%
Median pay gap	-1.64%
Mean pay gap (part time employees only)	0.40%
Median pay gap (part time employees only)	1.73%
Mean pay gap (temporary employees only)	-1.66%
Median pay gap (temporary employees only)	0.34%
Mean bonus gap	9.74%
Median bonus gap	7.64%
Proportion of men that received bonus	77.60%
Proportion of women that received bonus	77.92%
Proportion of men that received BIK	7.27%
Proportion of women that received BIK	5.68%
Lower quartile (percentage women)	41.79%
Lower-mid quartile (percentage women)	39.81%
Upper-mid quartile (percentage women)	47.57%
Upper quartile (percentage women)	44.96%

Reasons for our gender pay gaps

Our pay gaps are low due to a broadly even distribution of men and women across our workforce. Women make up approximately 44% of our workforce and occupy around 44% of all roles. A large number of process executives are employed with a near-equal gender split (963 men and 740 women), contributing to our negative median pay gap.

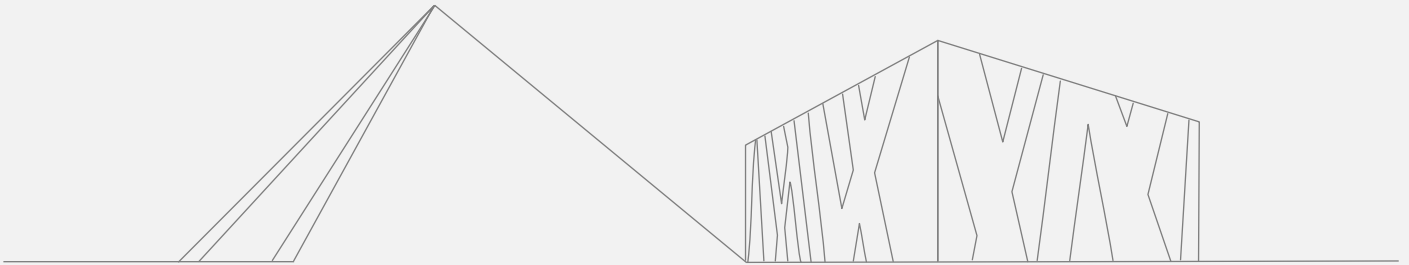
However, there is a slight underrepresentation of women in the highest-level roles (Levels 6 and 7), with only 38% (8 out of 21) and 25% (2 out of 8) being women respectively. These roles are higher paid, which explains the slightly positive mean pay gap.

The difference in average bonus pay is influenced by a higher proportion of women taking parental or long-term leave and working part-time during the reporting period. Bonus payments are pro-rated based on time worked, which impacts absolute bonus amounts.

We continue to implement targeted measures to attract, retain, and promote diverse talent, particularly women in senior roles.

We are exploring the feasibility of a range of initiatives:

- We have partnered with a prominent recruitment agency awarded Gold status in the Investors in Diversity (IiD) accreditation by the Irish Centre for Diversity. This partnership helps us reach and optimise the widest possible talent pool.
- We continue our partnership with Generation Ireland, an independent nonprofit founded in 2014, aimed at reintroducing unemployed individuals into the workforce through training and mentorship.
- We support diversity, equity, and inclusion for everyone and continue to explore forums where we can advertise our roles to enhance application rates.
- We continue to train our hiring managers on competency-based interviewing methodology and have added modules focused on removing unconscious bias. To date, 117 hiring managers have been trained through virtual and instructor-led sessions.



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