SITECORE

SITECORE IRELAND | GENDER PAY GAP

2026 Gender Pay Gap Statement

Ireland snapshot: 30 June 2026 | 117 employees

Overview

Sitecore is committed to equal pay for equal work and to creating an inclusive workplace in which everyone can develop and progress. The gender pay gap is an organisation-wide measure of the difference in average earnings between men and women; it does not compare employees performing the same or equivalent roles.

Ireland is an important technology hub for Sitecore. As is common across the technology sector, our workforce has historically included more men than women, particularly in senior and highly specialised roles. This representation pattern, rather than differences in pay practices for comparable work, is the principal driver of the reported hourly pay gap.

Due to positive action taken over the last 12 months, the pay gap is narrowing (mean pay gap now 9.3%) compared to the 2025 report (mean pay gap 13.8%).

Reasons for the gender pay gap

Seniority and representation. Like many companies in the technology sector, more men are employed than women and men remain more highly represented in the upper pay quartile and in senior positions. Because the statutory calculation compares all male and female employees, this uneven distribution has a significant effect on both the mean and median hourly pay gaps.

Role mix. Sitecore employs a range of specialised technical, commercial and leadership roles. Some higher-paid roles and positions with variable pay are in areas that have traditionally had lower female representation. Differences in the gender mix across these roles influence the overall hourly pay gap and the median bonus gap.

Bonus outcomes. The majority of our employees received a bonus during the reporting period. Eligibility criteria are the same for men and women, and 100% of men and women received bonus in accordance with the rules of the scheme. The bonus gap has reduced significantly (mean bonus gap now 1.2%), reflecting increased female representation in senior positions with greater incentive opportunities.

Workforce size and movement. The Irish employee population is relatively small, so a limited number of appointments, departures or incentive payments—particularly at senior levels—can materially affect the reported figures from one year to the next. The results should therefore be considered alongside the underlying workforce profile.

Benefits and working patterns. Eligibility criteria for benefits is the same for men and women, and minor participation differences are caused by individual selections by employees.

Measures to reduce the gap

Sitecore is taking a sustained, long-term approach to improving gender representation and supporting equitable career outcomes. Our actions include embedding inclusive hiring practices; broadening candidate pipelines for technical, commercial and leadership roles; supporting greater representation of women in senior roles through inclusive outreach and fair, objective selection processes; and monitoring representation across organisational levels and pay quartiles. We also support career progression through ongoing development opportunities and fair, consistent talent and reward processes.

We review pay outcomes as part of our reward processes to help identify and address unexplained differences. We also continue to provide flexible working arrangements, equitable benefits and family-supportive policies designed to remove barriers to participation and progression. We will use workforce and pay data to track progress, assess where further action is required and maintain accountability for improving gender balance over time.

The 2026 results demonstrate meaningful progress, including a significant reduction in the bonus gap following increased representation of women in senior positions with greater incentive opportunities. The remaining hourly pay gaps continue to be influenced by the representation of men and women across senior, specialist and higher-paid roles. Sitecore remains committed to women’s participation and progression and improving gender balance across the organisation, supported by fair and consistent recruitment, development and promotion processes.

Measure	Men	Women	FY26 gap	FY25 gap
Mean hourly pay	—	—	**9.3%**	13.8%
Median hourly pay	—	—	**12.2%**	16.4%
Mean bonus	—	—	**1.2%**	38.4%
Median bonus	—	—	**31%**	36.0%
Received a bonus	**100%**	**95%**	**5.0 pp**	-1.0 pp
Received benefit in kind	**84.4%**	**82.5%**	**1.9 pp**	1.2 pp
Upper quartile	**75.9%**	**24.1%**	—	—
Upper-middle quartile	**63.3%**	**36.7%**	—	—
Lower-middle quartile	**69.0%**	**31.0%**	—	—
Lower quartile	**55.2%**	**44.8%**	—	—

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