

Introduction

At Prometric, we are committed to fostering a diverse, inclusive, and equitable workplace for all employees. As part of our ongoing efforts to promote gender equality, we are publishing this Gender Pay Gap Report in accordance with Irish reporting obligations.

In this report, we present an analysis of our gender pay gap data for the year 2024, alongside the measures we are taking to reduce and ultimately close the gap. We acknowledge that achieving gender parity is an ongoing journey, and this report serves as a transparent and accountable step towards that goal. We are committed to making continuous improvements in this area, and we look forward to reporting on our progress in the years to come.

What is the Gender Pay Gap?

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland and requires organisations to report on their hourly gender pay gap.

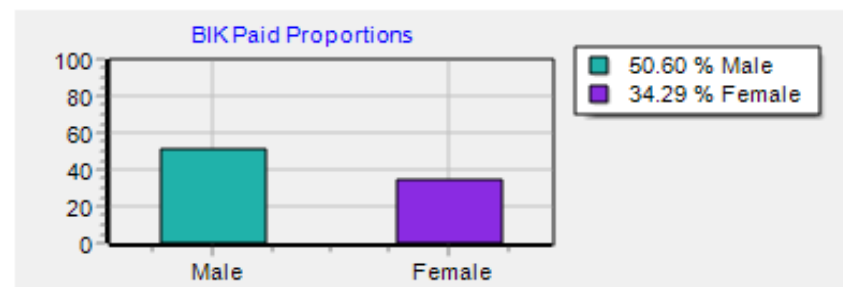
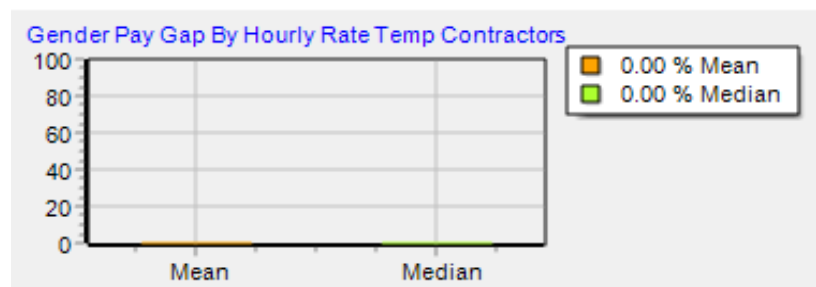
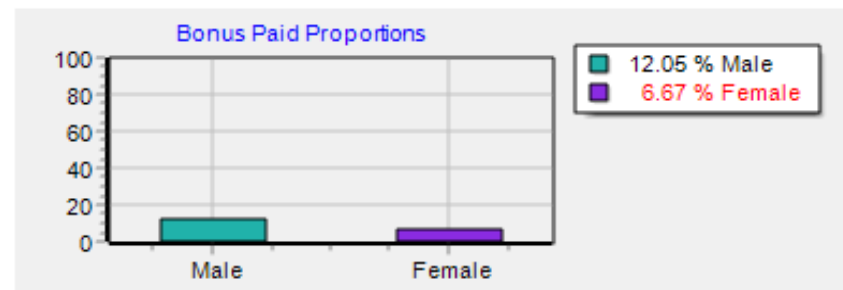
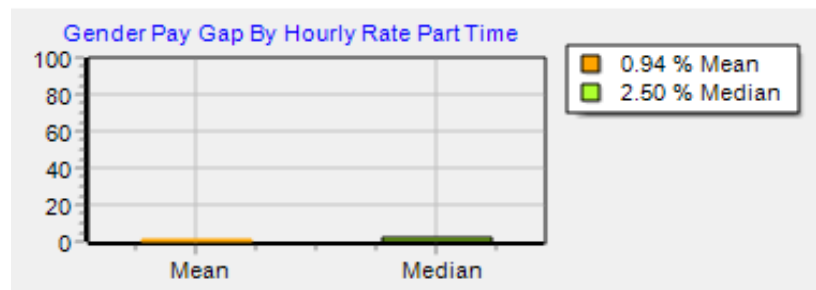
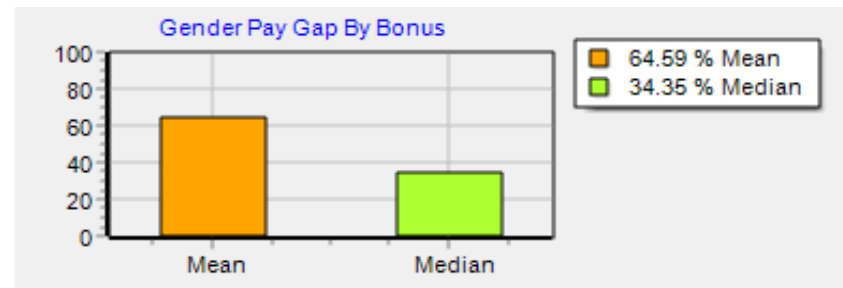
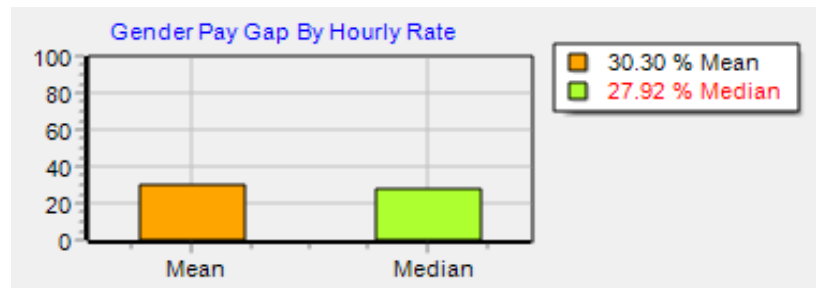
- **Equal pay** means that men and women receive the same pay for doing the same work.
- **A gender pay gap** measures the difference in the average hourly pay of men and women in an organisation, expressed as a percentage of average male earnings.

How do we calculate the Gender Pay Gap?

As required by the reporting regulations, we report on the mean and median gender pay gap.

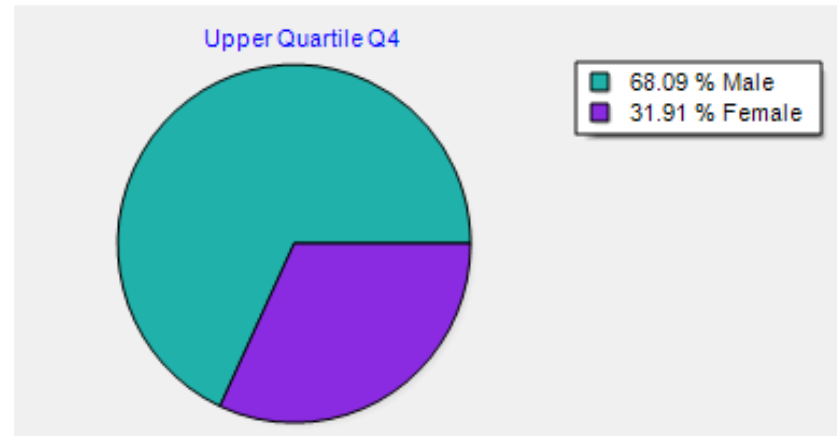
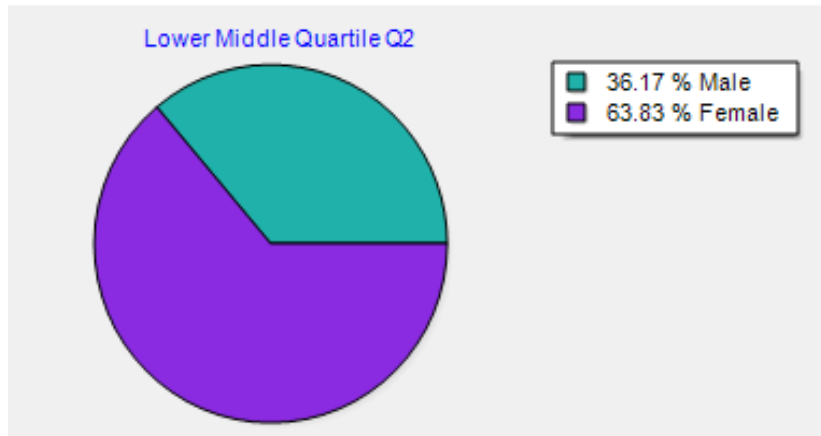
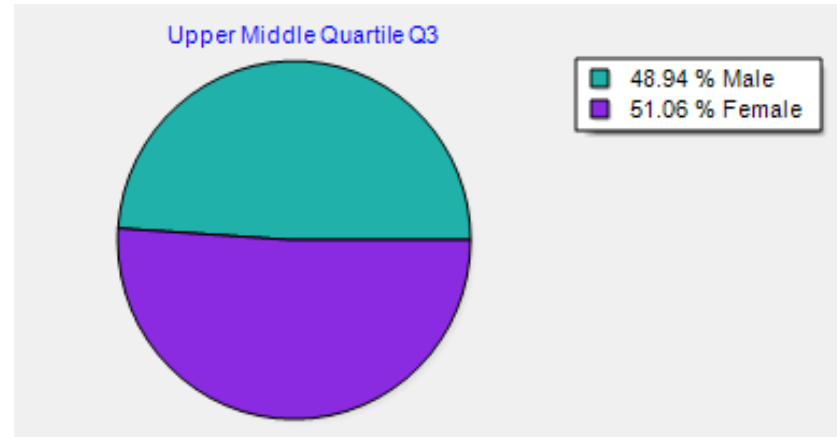
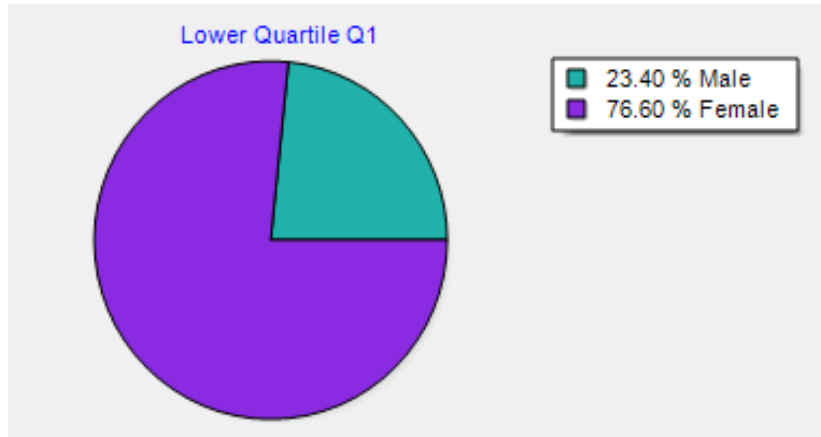
- **Mean:** This is the difference between the average male salary and the average female salary. This average is calculated by taking the total hourly pay for all our female associates and dividing it by the total number of female associates. We do the same for our male associates and calculate the difference.
- **Median:** If you were to line up all our female associates in order of earnings, the salary of the female in the middle is the median female salary. Comparing this to the median male salary provides the median gender pay gap.
- A positive percentage means that the data is favourable to male employees.
- A negative percentage means that the data is favourable to female employees.

The same methodology is used to calculate the bonus gap between males and females. Organisations with not less than 150 employees are required to report by selecting a “snapshot” date in the month of June to base their reporting. The information must be provided by reference to a 12-month period ending on a date in June chosen by the employer which is known as the “snapshot date”. Prometric has chosen 30 June 2023 as the snapshot date and therefore the data in this report relates to the period of 12 months immediately preceding that date.



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Pay quartiles are calculated by dividing all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile shows the gender representation at different levels of the organisation.



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Gender Bonus and BIK Gap

As of the snapshot date in June, 12.05% of men and 6.67% of women employed by the Company had received a bonus during the previous 12 months. Annual bonuses are discretionary, and are solely based on individual performance, and company performance. Prometric offer a Sales Incentive Bonus (SIP) for our commercial organisation only, and this bonus is calculated based on their individual sales performance only, and therefore, this will have an impact on the data. As of the snapshot date in June, 50.60% of men and 34.29% of women employed by the Company had received benefits in kind during the previous 12 months. BIK primarily includes our company medical insurance.

Conclusion

Prometric are committed to addressing the gender pay gap, to ensure we continue to strive for fairness and equality throughout the organisation, and to drive organisational performance, employee satisfaction, and broader social progress. Our approach to addressing the gender pay gap will involve continuing to ensure there is equal opportunity for all genders at every level of our organisation, and fostering a culture where fairness is central to how we operate. Prometric is dedicated to fostering an inclusive workplace where all employees, regardless of gender, have equal opportunities to thrive. Over the coming years, Prometric plan to explore additional initiatives to help identify and reduce gender pay disparities. These include:

1. Enhanced Data Collection and Analysis

We plan to enhance our data collection and analysis capabilities to gain deeper insights into the factors contributing to the gender pay gap. This will enable us to develop more targeted interventions.

2. Gender Pay Gap Task Force

The establishment of a Gender Pay Gap Task Force is being considered. This task force will be responsible for monitoring progress, overseeing the implementation of initiatives, and making recommendations for further actions.

3. Industry Collaboration

We will explore opportunities to collaborate with other organizations to share best practices and develop industry-wide standards for addressing gender pay disparities.