

# VIATEL

TECHNOLOGY GROUP



## Gender Pay Gap Report 2025

# Foreword

At Viatel Technology Group, our core value of “We Care Deeply” continues to guide every decision we make. It compels us to create a workplace where every individual feels valued, respected, and empowered to succeed. We are privileged to lead a talented team from a wealth of different backgrounds and we remain steadfast in our commitment to fostering an environment that is inclusive of people of all genders and walks of life.

This year, we report a gender pay gap of 4.7%. While we strive for total equality, it is encouraging to note that this figure compares very favourably with the wider landscape. Our gap remains significantly below both the Irish (8.6%) and EU (12%) averages. This demonstrates that our ongoing efforts to ensure an equitable and rewarding workplace have put us in excellent standing.

However, we are not complacent. We acknowledge that challenges remain, particularly regarding the representation of women in the technology sector. Attracting and retaining female talent in a competitive industry is a complex issue, influenced by the lower number of women pursuing STEM careers and entering the technical workforce. We recognise that progress is rarely linear; it requires persistence, transparency, and a willingness to adapt our strategies.

To address these systemic challenges and improve the broader landscape, we are proud members of Connecting Women in Technology (CWIT) and the 30% Club. We champion CWIT’s mission to attract, retain, and promote women across the technology sector, and the 30% Club’s goal of increasing female representation at Board and C-suite levels.

We continue to invest in practical initiatives that support our people. Our commitment to fixed hybrid working is intended to help all employees balance a rewarding career with their family life and caring responsibilities. We continue to invest in our benefits with an expanded pension programme and commitment to physical, mental and financial wellbeing.

We open this report by sharing the gender pay gap figures for the total in-scope population of Viatel Technology Group. To ensure full compliance and transparency, we have included the required statutory breakdown for our legal entities in the appendix at the end of this report.

As we publish this report, we celebrate where we stand relative to national and European norms, but we also renew our focus on the work still to be done. We remain fully committed, knowing that an inclusive, equitable Viatel is a stronger, more innovative Viatel.

Viatel Technology Group



# Viatel Technology Group Gender Pay Gap Figures 2025

## ALL EMPLOYEES

Mean Hourly Pay Gap

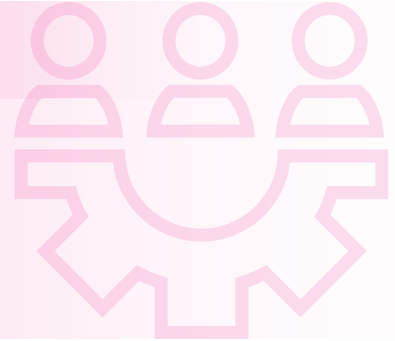
**4.7%**

All employees

Median Hourly Pay Gap

**1.1%**

All employees



## PART-TIME EMPLOYEES

Mean Hourly Pay Gap

**-118.7%**

Part-time employees

Median Hourly Pay Gap

**0.0%**

Part-time employees



## HOW WE COMPARE

Mean Hourly  
Pay Gap

**4.7%**

Irish  
Average

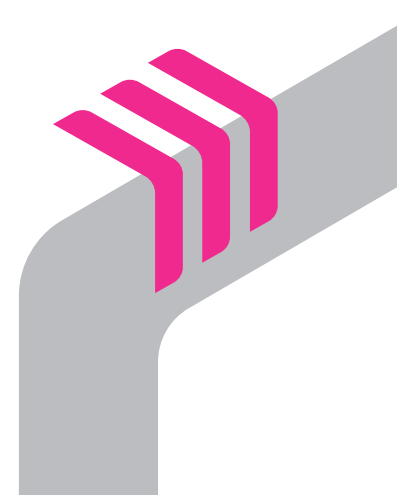
**8.6%**

★ EU  
★ Average ★  
**12%**

Viatel 4.7%

Irish Average 8.6%

EU Average 12%





## BONUS PAY GAP

Mean Bonus Pay Gap

**36.1%**

Median Bonus Pay Gap

**50.8%**



## % OF EMPLOYEES RECEIVING A BONUS



Male

**19.6%**



Female

**6.8%**

## % OF EMPLOYEES RECEIVING BENEFIT IN KIND



Male

**31.5%**



Female

**17.3%**



### % OF EMPLOYEES IN EACH PAY QUARTILE

#### LOWER QUARTILE



#### LOWER MIDDLE QUARTILE



#### UPPER MIDDLE QUARTILE



#### UPPER QUARTILE



# Mind the Gap: Action Plan

We care deeply about our people and are fully committed to creating a supportive workplace that allows each employee to reach their personal and professional potential. We continue to take steps on our inclusion journey.



## Talent Acquisition

We continually review our recruitment processes to ensure we accurately portray ourselves as an employer that is open and attractive to all. We will continue to apply an inclusion lens to our interview, hiring and progression processes.



## Improved Benefits

Viatel has enhanced our leave policies, including increased paid time off for new parents. We've also improved employee benefits with an expanded pension programme and comprehensive health insurance to support the wellbeing of all our employees.



## Fixed Hybrid Working

We have implemented a fixed hybrid working model requiring two days in the office per week. This is designed to strike a balance between valuable in-person collaboration and the flexibility to manage personal commitments from home.



## Flextime

Each summer, eligible employees who meet their performance goals (KPIs) can enjoy additional paid time off, in consultation with their manager. Employees remain available for urgent business needs while enjoying this added time. Flextime is a highly prized privilege, promoting work-life balance while maintaining our commitment to customer experience and business objectives.



## Connecting Women in Technology

We are proud members of Connecting Women in Technology (CWIT) as we champion their mission to attract, retain and promote women in the technology sector.



## 30% Club

The 30% Club is a global campaign committed to achieving better gender balance at leadership levels and throughout organisations for better business outcomes. Viatel is one of the 300 member organisations of the Irish Chapter.



# Appendix: Statutory Reporting by Entity

The preceding sections of this report present consolidated data for the entire in-scope population of Viatel Technology Group. In compliance with reporting requirements for companies of more than 50 employees, we now provide a detailed breakdown for three distinct legal entities within the group: Viatel Ireland Ltd, Digiweb Ltd, and Viatel Technology Ltd.

## Viatel Ireland Ltd   Digiweb Ltd   Viatel Technology Ltd

Mean hourly remuneration gap	-20.7%	4.4%	20.0%
Median hourly remuneration gap	-13.0%	-0.1%	19.6%
Mean bonus remuneration gap	-19.9%	-32.6%	79.2%
Median bonus remuneration gap	-27.0%	-54.7%	50.8%
Mean hourly gap of part time employees	-76%	-156%	-83%
Median hourly gap of part time employees	0%	0%	-100%
% of males who received a bonus	9.9%	36.0%	31.4%
% of females who received a bonus	5.0%	20.0%	5.7%
% of males who received BIK	35.5%	18.0%	27.6%
% of females who received BIK	18.2%	18.0%	16.2%

### Quartiles

Lower (Male)	71.0%	61.5%	65.4%
Lower (Female)	29.0%	38.5%	34.6%
Lower Middle (Male)	76.7%	66.7%	69.2%
Lower Middle (Female)	23.3%	33.3%	30.8%
Upper Middle (Male)	80.0%	66.7%	73.1%
Upper Middle (Female)	20.0%	33.3%	26.9%
Upper (Male)	60.0%	53.8%	85.2%
Upper (Female)	40.0%	46.2%	14.8%

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