



OpenJaw

A TravelSky Company

2025

GENDER PAY GAP REPORT

At OpenJaw Technologies, we believe that transparency is the foundation of a truly equitable workplace. This report outlines our gender pay gap data for 2025 showing measures of our current standing.

Published 31 March 2026



Introduction

At OpenJaw Technologies, we believe that transparency is the foundation of a truly equitable workplace.

This report outlines our gender pay gap data for 2025 showing measures of our current standing. These figures provide a necessary snapshot of our organisational structure.

We recognise that closing the gap is not merely a matter of compliance, but a vital reflection of our values, ensuring that every individual, regardless of gender, has an equal path to leadership, opportunity, and reward.

Under the Gender Pay Gap Information Act 2021, Irish employers are legally required to report their gender pay gap across a range of metrics, including mean and median hourly pay, bonus pay, and the distribution of men and women across pay quartiles. These reporting requirements apply to organisations with 50 or more employees from 2025 onward, with the goal of increasing transparency, supporting evidence-based action plans, and promoting long-term progress toward workplace gender equality.

What is the gender pay gap?


The Gender Pay Gap is not a measure of Pay Equity.

The Gender Pay Gap is the difference between the average hourly earnings for all men and the average hourly earnings for all women.

Pay Equity is where men and women are paid the same for the same work.

Under Irish government rules, the Gender Pay Gap measures the broad average and median of pay for men and for women across the organisation.

The Gender Pay Gap takes no account of the different roles that may be occupied by men and women. An organisation applying Pay Equity principles can still have a Gender Pay Gap. This is because Pay Equity requires equitable treatment within roles and positions, while the Gender Pay Gap does not take account of different roles and positions.



Mean and Median Hourly Pay Rates

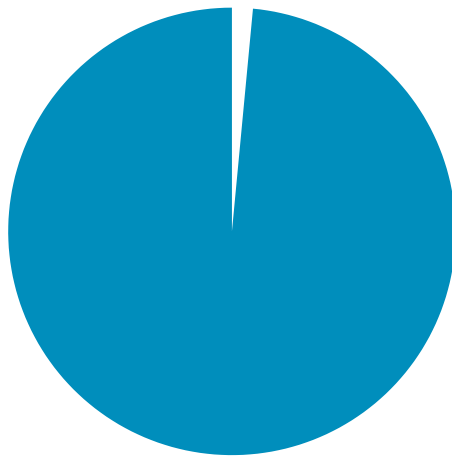
Below are the results comparing the average (mean) and midpoint (median) hourly pay rates of all female and male employees.

| | |
|--|--------|
| Mean hourly gender pay gap (all employees) | 17.8% |
| Mean hourly gender pay gap (part-time employees) | -11.9% |
| Median hourly gender pay gap (all employees) | 12.5% |
| Median hourly gender pay gap (part-time employees) | -11.9% |

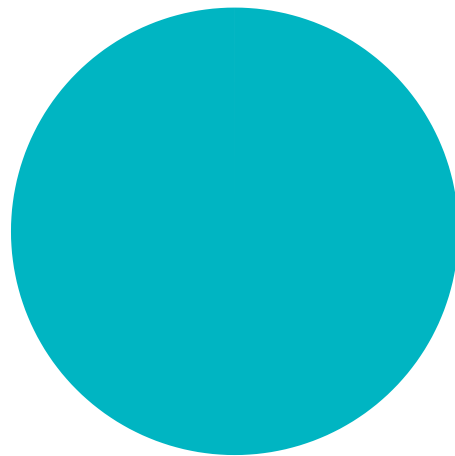
The hourly gender pay gap refers to the difference in total earnings between men and women on a mean (average) and median (middle ranking) basis across all our employees. A positive percentage indicates a gap in favour of men. A negative percentage (for example, the mean hourly gender pay gap for our part-time employees) indicates a gap in favour of women.

Bonus Pay Gaps

Bonus Pay Gap refers to the gap between men and women on the value of all bonus items taken together, across all employees who received a bonus.



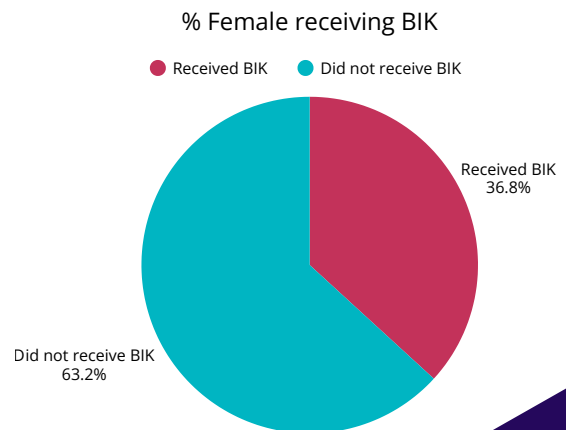
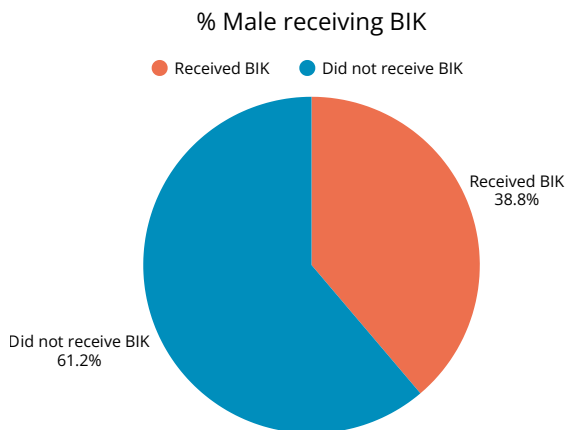
% male receiving bonus
98.5%



% female receiving bonus
100%

Benefit-in-kind Gaps

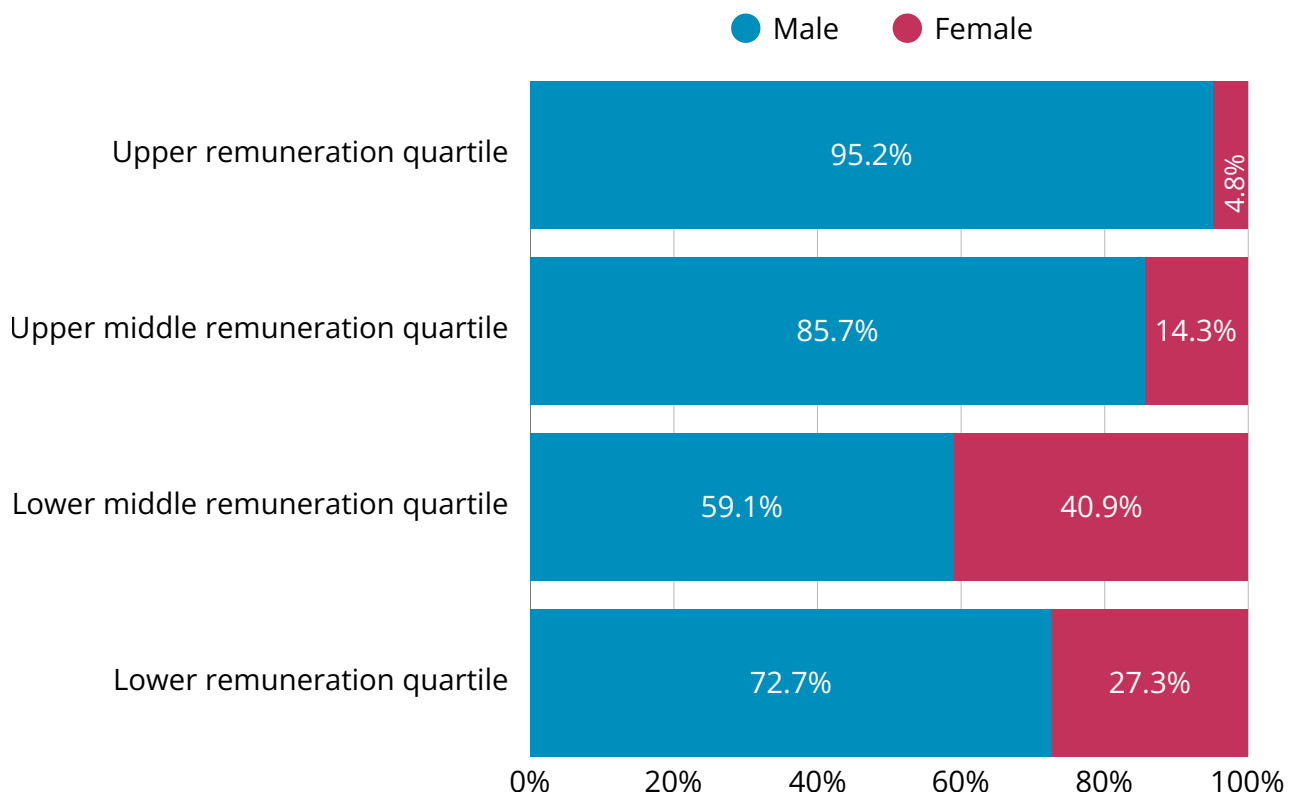
Benefit-in-kind (BIK) Gaps sets out the percentage of our people who are in receipt of non-cash benefits of monetary value.



Proportion of Men and Women by Pay Quartile

Bonus Pay Gap refers to the gap between men and women on the value of all bonus items taken together, across all employees who received a bonus.

Pay Quartile Proportionality



The lower quartile sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.

The upper quartile sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.

The same logic applies to the lower middle quartile and the upper middle quartile.



Conclusion

OpenJaw Technologies gender pay gap for 2025 reflects that we have fewer women than men in our organisation and that it is also influenced by the underrepresentation of women in our technology business, which forms a large part of our Company in Ireland. Aligned with our commitment to equal opportunities, all roles are open to both male and female applicants.

Going forward we want to ensure we continue to support a proactive culture of inclusion. The Gender Pay Gap Report will provide us with information on measuring our progress and hold ourselves accountable for employees and stakeholders.