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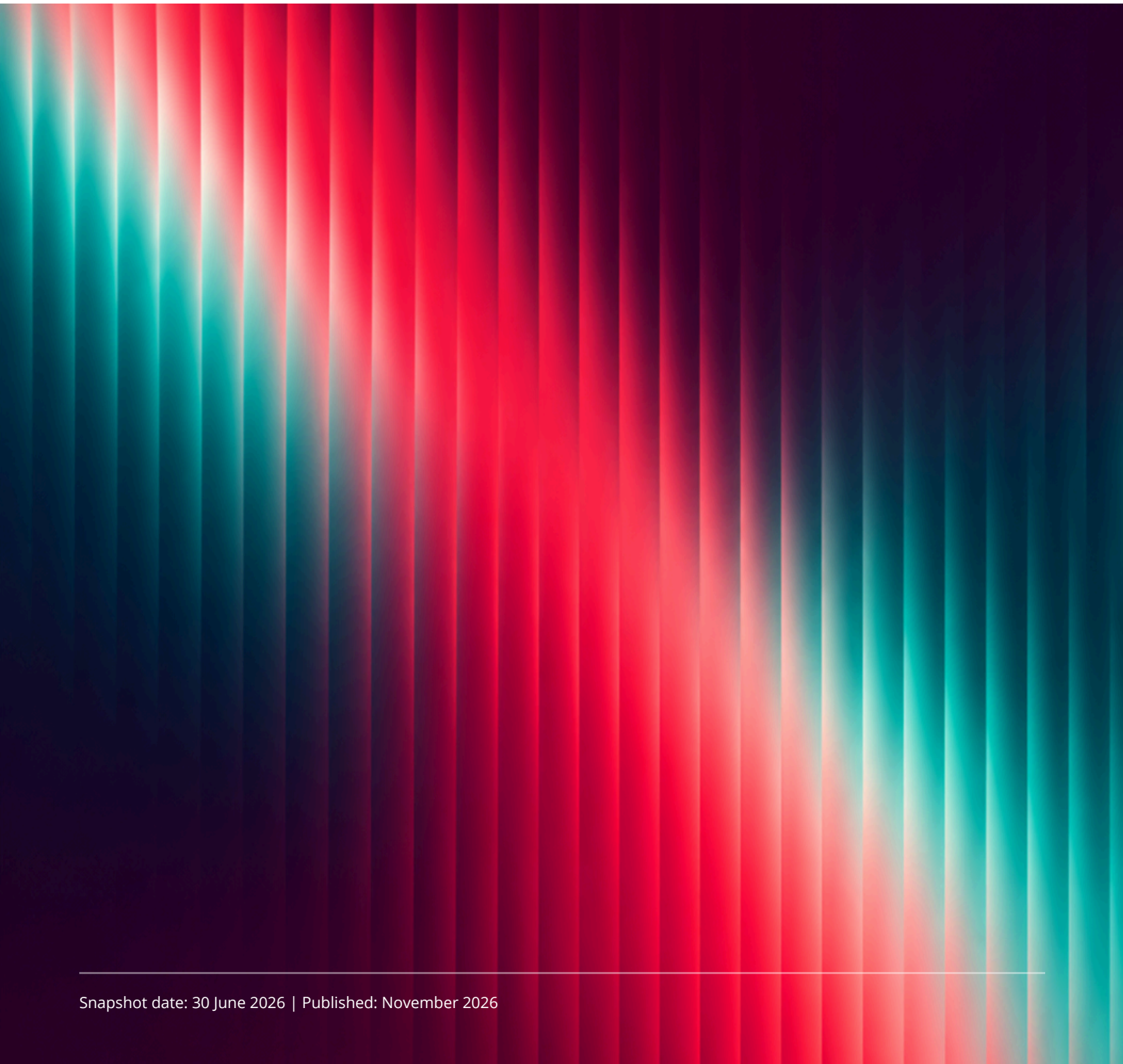
Ireland Gender Pay Gap Report

Access Group 2026



Snapshot date: 30 June 2026 | Published: November 2026



About Access

Our people are at the heart of everything we do. Guided by The Access Way, Love Work. Love Life. Be You., we build technology that genuinely changes how people work and live. Our cloud-based business software and integrated AI capabilities support over 160,000 small and mid-sized organisations across commercial and non-profit sectors in Europe, the US and Asia Pacific.

We're one of the largest UK-headquartered providers of business management software, and we're committed to building AI responsibly as we continue to grow. Our Irish operation is a meaningful part of that story.

Understanding the Gender Pay Gap

The legal framework

Ireland's Gender Pay Gap Information Act 2021 requires organisations with 50 or more employees to measure and publish the differences in average pay between male and female employees across a range of metrics. This report is published in line with that Act and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, as amended in 2024 and 2025. Our snapshot date is 30 June 2026, and we are publishing within five months of that date.

What is the gender pay gap?

The gender pay gap measures the difference in average hourly earnings between men and women across an entire organisation, regardless of role or seniority. It's shaped by factors like the balance of men and women at different levels and which roles attract variable pay.

It isn't the same as equal pay. Equal pay means men and women receive the same salary for doing the same or equivalent work. A gender pay gap doesn't automatically mean unequal pay. It reflects the composition and structure of the workforce as a whole.

How we calculate it

We use two complementary measures:

Mean (average): We total all female employees' hourly pay and divide by the number of women, then do the same for men. Comparing those two averages gives us the mean pay gap.

Median (midpoint): We line up everyone's pay from lowest to highest, separately for men and women, then find the person in the middle of each group. Comparing those two midpoint figures gives us the median pay gap.

Both measures matter. The mean shows the overall picture but can be pulled by very high or low earners. The median gives us the typical experience right in the middle of the pay scale.

A positive figure means men's average is higher than women's. A negative figure means women's is higher. A gap can exist even when men and women are paid the same for the same or equivalent work, because it reflects which roles and levels people work in across our organisation. When we compare years, we use pp to mean percentage points, which is the arithmetic difference between two percentages.

A note on our data

Gender pay gap legislation requires binary classification, male and female, and we know that doesn't capture everyone's identity. We're actively building a workplace where all colleagues, including those who are transgender or non-binary, feel genuinely welcomed and able to bring their authentic selves to work. This includes normalising pronoun sharing and celebrating events that promote understanding around gender diversity.

This report reflects data captured on 30 June 2026, covering the preceding 12-month period, and includes 250 Access employees working in Ireland at that time.

What's included in our figures

Hourly pay is based on ordinary pay received in the 12 months to the snapshot date, divided by contracted hours for that period. Ordinary pay includes basic pay, allowances and other regular contractual payments. Variable pay is reported separately and covers bonuses, commissions and other incentive payments.

Our Ireland Pay Data 2026

TOTAL EMPLOYEES

250

Snapshot: 30 June 2026

WOMEN

40.8%

102 employees

MEN

59.2%

148 employees

Workforce			Change
Women	2026	**40.8%**	↑ +1.2pp
	2025	**39.6%**	
Men	2026	**59.2%**	↓ −1.2pp
	2025	**60.4%**	

Hourly pay gap

MEAN (AVERAGE)

17.5%

Men earn more on average

MEDIAN (MIDPOINT)

22.5%

Men earn more at the midpoint

Hourly pay gap			Change
Mean (average)	2026	**17.5%**	↓ −2.1pp
	2025	**19.6%**	
Median (midpoint)	2026	**22.5%**	↓ −4.6pp
	2025	**27.1%**	

Both of our hourly pay gaps have narrowed this year. The mean gap has come down from 19.6% to 17.5%, and the median gap from 27.1% to 22.5%.

Pay quartiles

When we divide our workforce into four equal groups based on pay, from lowest to highest, here's the gender split:

Pay band	Women 2026	Men 2026	Women 2025	Change (women)
Upper (highest 25%)	**30.2%**	**69.8%**	28.8%	**+1.4pp**
Upper middle	**27.4%**	**72.6%**	31.3%	**−3.9pp**
Lower middle	**45.2%**	**54.8%**	36.4%	**+8.8pp**
Lower (lowest 25%)	**60.3%**	**39.7%**	62.1%	**−1.8pp**

Women's share of the top quartile and the lower middle quartile has increased, and their share of the lowest quartile has eased. This is an encouraging direction of travel. The upper middle quartile is where women's representation has dipped compared with last year, and it is the band where women are least represented. We're focusing our efforts on supporting women to progress into the top paying quartiles.

A key driver of our overall gap is how women and men are spread across our pay bands: women make up 60.3% of our lowest quartile and 30.2% of our highest. As women's representation in higher-paid roles increases, we expect our gap to narrow further.

Variable pay

Variable pay gap

Mean (average)



Median (midpoint)



A positive figure means men received more variable pay than women. Last year's mean figure was negative, meaning women received more on average.

Employees receiving	Women 2026	Women 2025	Men 2026	Men 2025
Variable pay	53.9%	36.2%	50.7%	47.5%
Benefit in Kind	100%	100%	100%	100%

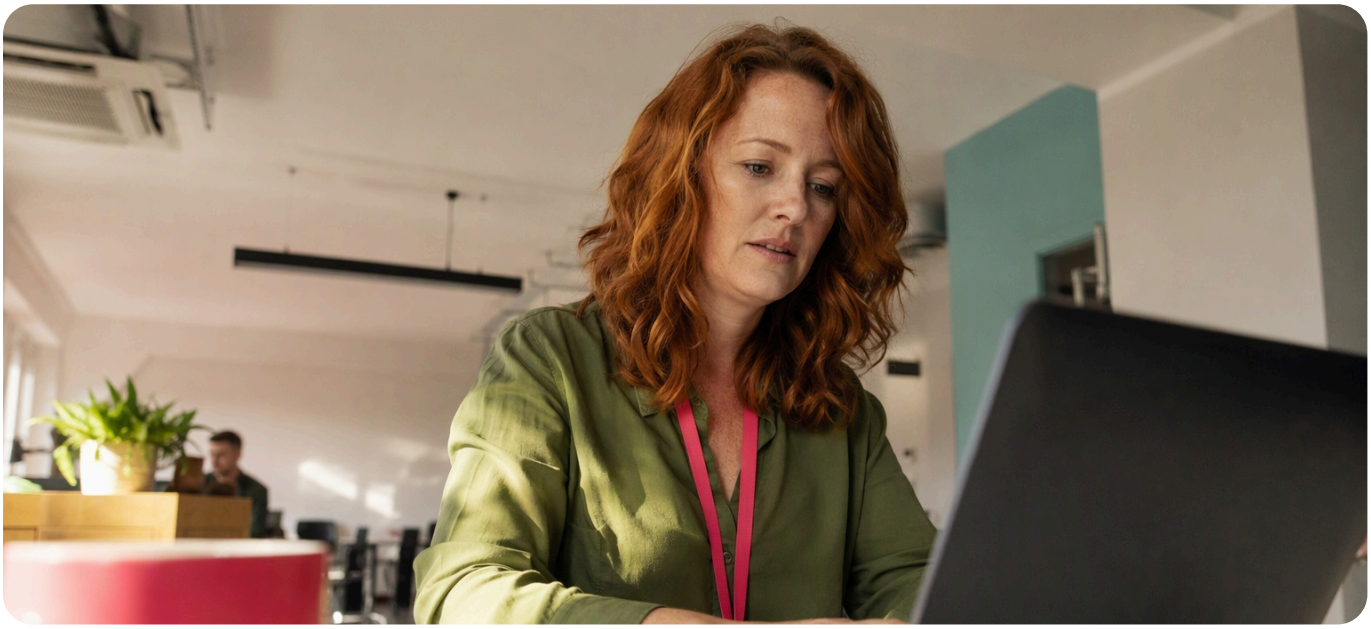
Variable pay covers bonuses and commissions of any kind. The proportion of women receiving it rose from 36.2% in 2025 to 53.9% in 2026, and we're pleased about that progress. Our variable pay gaps have moved in favour of men. No single reason explains this, and a combination of factors contributes. Some of the women now receiving variable pay may sit in our lower pay quartiles, where the bonusable amount is lower. Which roles and schemes earn variable pay also changes from year to year, and what someone receives depends on their job family and the scheme that applies to them.

Our Irish workforce is small, so a handful of people can change the picture dramatically. When one or two people start or stop receiving variable pay, or receive a much larger or smaller payment than before, the averages can move noticeably.

Part-time and temporary employees

We have 16 part-time employees: 15 women and one man. With only one man in this group, it isn't statistically meaningful or appropriate to calculate or report a pay gap figure for part-time employees

We currently have no employees on temporary contracts.



What the numbers tell us

Women's representation has increased. Women make up a larger share of our Irish team than last year, and of the top and lower middle pay quartiles.

Our hourly pay gaps have narrowed. Both the mean and the median gap are lower than last year, down 2.1pp and 4.6pp.

More women now receive variable pay. Women are slightly more likely than men to receive it this year.

We know there's more to do. Women's representation in the upper middle quartile has dipped. Our variable pay gaps have also moved in favour of men, while a greater share of women now receive variable pay. We're focusing our efforts on both

The actions we're taking

Closing the gender pay gap takes sustained, joined-up work across hiring, development, progression and culture. Here's where we're focusing our energy.

WISE: Women in Software Empowered

Women in Software Empowered (WISE) is our employee network for women in tech and the people who support them. It now has around 1,000 members across the UK, Ireland, Romania, Malaysia and Australia, and is led by a volunteer Steering Committee of ten people. WISE focuses on visibility, mentoring and community. In 2025/26 it launched six Lean In Circles, which are small peer groups with trained coaches. It also ran a Dare to Lead workshop, a Women Leading AI Transformation panel and a session on menopause and women's health at work. During International Women's Day week 2026, more than 300 people took part, including colleagues in Cork who joined the live simulcast. That was around 38% of our membership at the time.

Five of the ten Steering Committee members have been promoted or made a significant career move since joining, and each has named WISE as a factor. In 2026 WISE won Best Network at the Women in Tech Employers awards. It has also been shortlisted for Best Network at the British Diversity Awards and the TLC Lions European Human Award, recognising the difference it is making to women's growth. With more Lean In Circles, a Mentoring Programme and networking events planned, WISE will play a key part in our ambition to grow women's representation in our upper pay quartiles.



Menopause support

Our Global Menopause Toolkit launched in 2025. Supporting women at all career stages helps with retention and progression, and the toolkit gives employees and leaders practical guidance so that women have the support they need to keep thriving at work. Our Menopause Matters affinity group brings a sense of community and a safe space to discuss shared experiences, whilst helping to widen their network of contacts.



Internal Mobility and AI-enabled Career Development

Growing our own people is one of our priorities. We want everyone at Access, including our Irish team, to have the skills, support and opportunities to go further, whether that's developing in their current role, taking on something new or stepping up to a promotion.

Explore, our new talent and career platform, gives everyone a place to see where their career could go and how to get there. It combines smart features such as an AI career coach with tools that match skills to opportunities. Four simple steps help colleagues to:

1. Understand where they are now.
2. Share their skills and ambitions, and say if they're open to an internal move.
3. See where they could go next.
4. Make a development plan to discuss with their manager.

Our Talent Acquisition team is becoming Career Success. Using the skills, experience and ambitions colleagues share in Explore, they'll match people to vacancies, much like an internal talent marketplace, and reach out to colleagues who fit. We aim to fill more roles than ever with internal applicants.

Research suggests women can be less likely to put themselves forward when they don't tick every box. Skills and abilities are what Explore sees when it matches people to roles, which helps reduce bias in career progression. Career Success reaches out to colleagues whose skills match, which helps mitigate that hesitation and supports a more diverse pipeline and greater representation up the career ladder.

Our succession planning aims to leave no critical role without a plan, and monitoring the diversity of that pipeline is a priority.

A message from our Chief Employee Success Officer

I'm proud of the progress our Irish team has made this year. Our hourly pay gaps are narrowing, women hold a bigger share of our top and lower middle pay quartiles, WISE is growing in reach and impact and Explore is opening up career paths for everyone.

There's more to build on, and I'm excited to keep moving forward. Our focus is on helping every woman in Ireland see a clear path into our upper pay quartiles and feel backed all the way along it. We'll keep learning from our data and growing what works.

My ambition for Access is a workplace where everyone can be themselves and build a career they love. Sharing our full data and the story behind it keeps us focused and shows us where to take action next.

I, Caroline Fanning, Chief Employee Success Officer, confirm that the information in this statement is accurate.



Caroline Fanning

Chief Employee Success Officer, Access Group

November 2026