

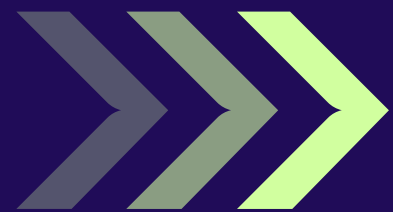
Keelvar >

Gender Pay Gap Report

Keelvar provides AI-first advanced sourcing optimization and autonomous sourcing software, allowing procurement teams globally to scale sourcing excellence. We were founded in Cork where our headquarters remain today. The majority of our employees are employed on a remote-first basis.

We are delighted to take part in Gender Pay Gap reporting for the first time and we see the process as an opportunity to assess how our initiatives over the past number of years have affected our employee population's diversity. These initiatives include paid maternity, paternity & adoption leave as well as continuous promotion of work-life balance.

On the same date in 2021, 21.43% of our employees were female as opposed to 31.82% females on our snapshot date this year which is an increase of over 10% in 4 years which we hope to build on.



On the snapshot date, Keelvar had a headcount of 110 employees spread out between Ireland, The United Kingdom, The United States, Spain and Germany. As all our employees are paid from Ireland, we have included all 110 in our reporting.

What is the Gender Pay Gap Report?

Since the Gender Pay Gap Information Act 2021, public and private sector employers in Ireland are legally required to report on their gender pay gap annually. This began with organisations having 250+ employees in 2022 and expanded to 150+ in 2024. Starting in June 2025, the requirement now applies to organisations with 50 or more employees.

Reporting requires that the organisation choose a 'snapshot' date in June and report on the previous 12-months remuneration for the organisation. For Keelvar, this date was the 30th June 2025.

- The percentage difference in the mean and median hourly pay and bonus pay for male and female employees.
- The proportion of male and female employees who received bonuses or benefits in kind.
- The percentage of male and female employees across four hourly pay quartiles (ranking employees from lowest to highest paid).
- A written explanation of the reasons for the pay gaps and a plan to address them.

It is important to note that the gender pay gap is not equal to pay equity. Pay equity relates to equal pay for the same work while the gender pay gap report gives an overview of the average difference between men and women across an organisation regardless of the role.



Quartiles	No. of Male employees	Percentage	No. of Female employees	Percentage
Lower (<25%)	16	59%	11	41%
Lower Middle (25%–50%)	15	54%	13	46%
Upper Middle (50%–75%)	22	79%	6	21%
Upper (75%–100%)	22	81%	5	19%

Hourly Remuneration		Bonus Proportion		Bonus Gap		Benefits in Kind	
Mean	Median	Male	Female	Mean	Median	Male %	Female %
20.5%	26.27%	37.33%	37.14%	68.59%	60.66%	76%	69%

Part time employee hourly remuneration		Temporary employees hourly remuneration	
Mean Gap	Median Gap	Mean	Median
15.81%	27.80%	N/A	N/A





Explaining the gap

Hourly pay gap/Quartiles

The hourly pay gap in Keelvar is primarily driven by females being under-represented within the organisation, in leadership roles and in higher-paying technical positions. This is further explained by the nature of the work carried out in Keelvar and traditional roles.

The under-representation of women at senior leadership levels and in technology roles remains a significant industry-wide challenge in Ireland and explains the substantial dominance of male employees in the upper two quartiles at Keelvar.

The largest department in Keelvar is our engineering department, made up mostly of software engineers. Traditionally, these roles are dominated by men which explains why, on the snapshot date, 68% of employees are male which accounts for male employees dominating each quartile.

Bonus Gap

In addition to technology roles, historically, sales roles have been held predominantly by men and this is no different in Keelvar with a 14/6 split in favour of male employees. This directly affects our bonus stats due to commission earned by sales employees as part of their compensation package.

Temporary Employees

There were only 3 temporary employees on the snapshot date. All 3 were male engineering interns and therefore there were no findings on temporary employees.

Part-time Employees

Part-time employees account for only 4 employees in the organisation and while the gap is in favour of male employees here, this is by and large due to the more junior roles of females working in part-time roles.

Benefits in Kind

In Keelvar all permanent employees are equally entitled to benefits in kind and there are no additional benefits in kind for more senior employees.



Bridging the Gap

At Keelvar we believe that strength lies in a diverse workforce and continuously strive to create an inclusive workplace. Throughout the past number of years, and even more so in 2025, gender balance is a topic that is repeatedly discussed and considered within leadership at Keelvar and we have come some way in addressing this and want to continue these efforts.

In looking at ways to further bridge the gap, we look at two separate areas, retention of our current employees and how we recruit a diverse workforce.

Retention

Our drive to retain our employees has been validated by positive employee feedback regarding the real-world benefits of our family friendly policies in their personal lives. It is our intention that we will continue to look at our working practices to ensure that they fit into the lives of employees as much as is practicable.

While the Gender Pay Gap is not comparable to Pay Equity, our aim is equal pay for equal work. We continue to regularly review our compensation to ensure equality in pay, with a review to take place in early 2026. With this we aim to ensure that any disparities in pay are for legitimate reasons such as job level, experience or location and that our compensation is competitive in order to retain our employees.

We aim to ensure that our benefits are meeting the needs and expectations of employees in Keelvar and are competitive in order to retain the talent we have and are currently assessing some of our benefits with the expectation of improving our offerings in 2026.

Recruitment

We believe to continue to affect change we need to start at the beginning of the employee lifecycle and so we are bringing on a dedicated and experienced recruiter in early 2026 to review our diversity practices in talent acquisition and ensure our hiring remains diverse.

As much as possible, we have aimed to have gender diversity in our hiring panels without the same people having to carry an excessive load. We have asked the leadership team to review who is involved in the interview & selection process in order to consider the diversity of these hiring panels and ultimately create more diversity in the panels.

We have sought to ensure that unconscious bias has no place in our hiring practices by providing training for any employee involved in the talent acquisition process in the past. For 2026, we will do a review of training and update of our interview and selection training and roll it out to all involved in the recruitment process and in particular those new interviewers.

We are also reviewing potential new streams for advertising roles that may make our roles visible to a more diverse audience.