

# Ireland Gender Pay Gap Report 2025

## Background

At MathWorks, we seek to build a workplace of inclusion and belonging that demonstrates our mission and values in action. Our culture involves creating spaces where every voice matters to ensure people are heard, ideas are considered, and individuals are respected and supported. This approach allows us to maintain our foundational characteristics while embracing new people, ideas, and opportunities.

## Our Results

We submit this report in compliance with the Ireland Gender Pay Gap Information Act of 2021. As of 2025, the Act requires employers with more than 50 employees to publish their gender pay gap report.

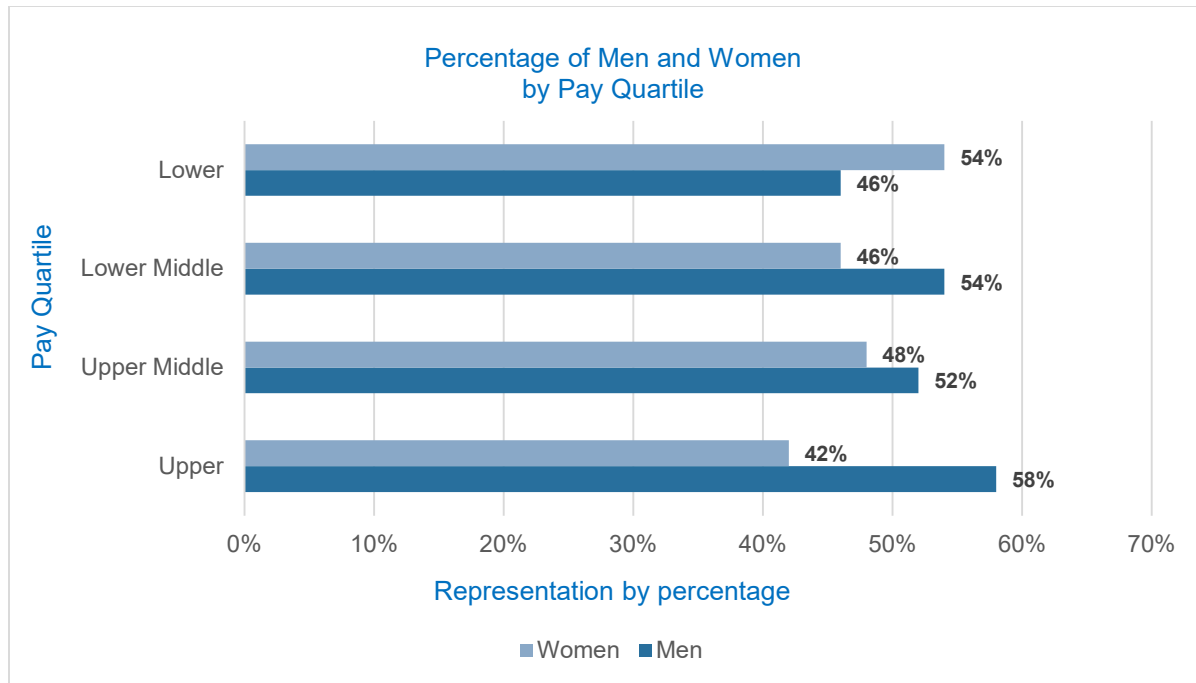
Broadly speaking, the gender pay gap is the difference between the average hourly pay of men and women in an organization, based on the Ireland Government's methodology, which uses:

- A snapshot date between 1 June 2025 and 30 June 2025 for collecting pay data. MathWorks utilizes 30 June 2025 as its snapshot date, reporting on the 12 months of pay data preceding this date.
- Gender distribution across each pay quartile of the organization
- Percentage difference in mean and median hourly pay of male and female employees (includes full-time, part-time, and temporary staff)
- Percentage difference between the mean and median bonus pay of male and female employees
- Percentage difference between male and female employees who were paid monetary bonuses and non-monetary benefits-in-kind

Our Ireland workforce has a total headcount of 97 employees as of 30 June 2025, of which 51 identify as men and 46 identify as women. This includes both part-time and full-time employees.

## Proportion of Employees in Each Pay Quartile According to Gender

We have reported our employee population in order of hourly pay from the lowest to the highest, and then divided this into four equal population sizes, to show the distribution of pay across these quartiles. This is displayed in the chart below.



#### Ordinary Pay (Mean and Median)

11.8%	The mean pay gap shown is the difference between the average hourly pay of men and women.
1.5%	The median pay gap shown is the difference between the middle value of hourly pay of men and women when ranked from lowest to highest by pay.

#### Percentage of Employees Receiving a Bonus

89%	The proportion of employees who are women that received bonus pay.
96%	The proportion of employees who are men that received bonus pay.

#### Bonus Pay (Mean and Median)

51%	The mean bonus pay gap shown is the difference between the average bonus pay of men and women.
57%	The median bonus pay gap shown is the difference between the middle value of bonus pay of men and women when ranked from lowest to highest amount.

#### Percentage of employees receiving benefits-in-kind

85%	The proportion of employees who are women that received benefits-in-kind.
90%	The proportion of employees who are men that received benefits-in-kind.

## Observations

Our results show that a gender pay gap exists and there is work ahead to reduce this gap.

We believe the primary drivers for this gap can be attributed to the under-representation of women in our commission-eligible and more senior-level roles. Proportionally, more men occupy the Upper Quartile, with 71% male and 29% female representation. Conversely, in the Lower Quartile, the representation is 33% male and 67% female. Additionally, of the total employees eligible for commission payments, 59% are men.

Additional factors that are relevant to the pay gap reporting are timing of sales commission payments and a six-month waiting period for bonus eligibility for new hires.

## Closing Notes

The presence of a gender pay gap does not imply that men receive higher compensation than women for equivalent roles at MathWorks. Our compensation philosophy and approach are rooted in a commitment to paying all staff equitably, based on factors such as role, experience, and level.

We recognize we have work to do to further narrow this gap. We understand that meaningful change is a gradual process and will take sustained focus and dedication from the entire company to make substantial advancements.

## Declaration

I confirm that the information and data in this report are accurate and in line with the requirements of the Ireland Gender Pay Gap Reporting Regulations.

Kiri Kreutzer  
Compensation Director  
MathWorks, Inc.