

Kyndryl Ireland Gender Pay Gap Report 2024

First Annual Issue



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Executive summary

At Kyndryl, we embed Inclusion, Diversity and Equity (ID&E) in every aspect of our business to create a diverse workforce and inclusive, equitable culture. This culture helps us deliver exceptional service for our customers and advance the vital systems that power human progress.

We pride ourselves on being empathetic and devoted global citizens who strive to make the world better and more inclusive for our employees, customers and our communities. This is reinforced by our strategic priorities. Our priorities are intended to:

- Drive a culture where Kyndryls feel a sense of inclusion and belonging
- Attract, develop and retain diverse talent across all levels and geographies
- Embed our ID&E priorities in every part of our business

Cultivate opportunity and promote equity in underserved communities

Kyndryl Inclusion Networks

Our **Kyndryl Inclusion Networks** (KINs) are company-sponsored, employee led resource groups that are organised around a shared identity. These are open to all Kyndryls to join and participate within. They work together to create an engaging and inclusive

experience for members and continue the advancement of their respected communities. Our KINs present in the UK & Ireland (UK&I) are as follows:

- LGBTQ + KIN
- Race and Ethnicity KIN
- True Ability KIN
- Women's KIN
- Wellbeing KIN

Executive sponsors champion and support the work of the KIN leaders to co-create a safe space for supporting each other. This environment empowers everyone to bring their whole selves to work, individually and collectively, and to support the activation of our culture, called The Kyndryl Way.

Specifically, our UK&I Women's KIN is proactively driving key initiatives across five core workstreams. These are:

- Events, Networking and Empowerment
- Women in Tech
- TechSheCan
- Professional Growth
- Cross-KIN Integration

These workstreams are focused on improving the employment experience of all Kyndryls (male and female) and help enable Kyndryl to be an employer of choice. Drivers include development and retention of all talent, as well as those with a specific impact on the female population. The KIN has allied with customers and partners to deliver networking and development events with a specific focus on Empowerment, Diversity and Inclusion.

The Women's KIN has recently launched a recognition award, spotlighting inspirational role models, key allies and individuals who have gone above and beyond to build awareness, drive initiatives and who have demonstrated exceptional care and effort in this space.

Increasing Our Female Talent Pipeline

Kyndryl is committed to increasing gender representation at all levels. We have enterprise-wide priorities to help increase the level of female diversity with our candidate pipeline for both internal promotions and external hiring. We are committed to creating candidate shortlists that are representative of our organisation, aligned to our strategic priorities and the communities in which we operate and serve

Kyndryl accolades

Kyndryl offers leadership development education, focused on creating a mindset free from bias to support inclusive hiring, development and promotion. Kyndryl have been recognised by **Fairygodboss** as one of the “Best Companies for Women

2024” in the “Top Rated Managers” category. Fairygodboss uses anonymous reviews from female employees based on female employees’ answers to questions about job satisfaction, gender equality, and recommendations for other women.



Flexible working accolade

We are committed to providing all employees with flexible working choices, helping them to achieve a greater work life balance and supporting those that may have other responsibilities, whether that is as a parent or carer. Fairygodboss named Kyndryl as one of the “Best Companies for Women 2024” in the categories of “Best Flexibility” category.



Global Most Loved Workplaces® 2024 accolade

Kyndryl has been ranked No. 37 among 100 Global companies recognised for outstanding employee satisfaction and culture by Newsweek. The 2024 Global Most Loved Workplaces® are the result of a collaboration with the Best Practice Institute (BPI), a leadership development and benchmark research company. The list recognises companies that put respect, caring and appreciation for their employees at the centre of their business model and, in doing so, have earned the loyalty and respect of the people who work for them.

Promoting Women's wellbeing

We have a menopause policy to provide guidance, direction and support to women and their managers, as well as raise awareness and break the stigma surrounding menopause at work. This policy is supported by manager education sessions and regular 'Pause Cafes' which are open to all Kyndryls. These Pause Cafes give all at Kyndryl the opportunity to come together and openly discuss their experience and challenges. We have men-only Pause Cafes run on a quarterly basis which provides male employees and managers a place to come and ask for advice and information regarding menopause.

Women in the Community

Volunteering within our communities is a core part of our Kyndryl culture and this reinforces our social impact (Corporate Social Responsibility) strategy. There are many locally based activities which are arranged by our Community Hub groups as well as official UK&I sponsored activities. These include:

- Tech She Can: Kyndryl UKI is an official sponsor of Tech She Can, supporting its mission to ensure everyone has the opportunity to participate in developing technology, and for women to play an equal role in how our world works, looks, thinks and feels. Our Tech She Can Champions help inspire young people, especially girls, to study technology and choose technology careers, through mentoring and special workshops.
- Business in the Community Ireland (BITCI): We have worked with BITCI to provide technology industry insight sessions for students, teachers and Guidance Counsellors. We have also supported BITCI's Time to Grow programme by hosting work experience placements for Transition Year students from DEIS schools, which provided the young people with business, career and technical insights

The Gender Pay Gap (Ireland)

Within Kyndryl Ireland, we have corporate priorities in place to promote representation at all levels. To date, we continue to have a higher proportion of men in senior roles, including sales roles, which has driven the results seen below. Those in sales roles are eligible for sales commission payments, and we have seen a small number of abnormally high individual commission payments in the 12-month period considered which have directly inflated the pay gap result shown below. As this is Kyndryl Ireland's first Gender Pay Gap report, we are unable to comment on data trends.

What is gender pay?

Gender pay is not the same as equal pay. The Gender Pay Gap shows the mean and median earnings (fixed, variable and bonus remuneration) of men and women, using aggregated data for all jobs at all levels. It is not an indication of pay inequality as the men and women may be in different jobs, levels and have differing job responsibilities. Whereas equal pay compares the pay of women and men carrying out the same or similar work, or work of equal value, considering level and job type.

The full details of Kyndryl's gender pay gap in Ireland are published in the table below based on the employee population (i.e. employees employed on June 30, 2024) and the components of remuneration [as required under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2024 (the "Regulations")] for the period of 12 months ending on June 30, 2024.

Note that we have analysed the part-time and temporary contract employee remuneration and bonus gaps. However, we haven't published those results given that there are not enough parttime or temporary contract employees in Kyndryl Ireland to allow relevant comparison between male and female employee.

Mean versus median

As a reminder, the mean is the average: the sum of all values divided by the total number of values. The median is the midpoint of the data set, so half the values will be below the median, half will be above.



Gender Pay Gap 2024 Figures

Employee Groups	Hourly Pay Gap Mean	Hourly Pay Gap Median	Bonus Pay Gap Mean	Bonus Pay Gap Median
Full Time	20.99%	16.08%	44.42%	2.68%

Participation Gap 2024 Figures

Percent of Men who Receive a Bonus	Percent of Women who Receive a Bonus	Percent of Men who receive Benefits-in-Kind	Percent of Women who receive Benefits-in-Kind
100%	95.92%	99.36%	100%

Hourly Pay Quartiles Figures

Hourly remuneration is sorted from lowest to highest and divided into four equal population sizes, to show how the distribution of men and women varies according to each pay quartile.

Employees in Lower Pay Quartile		Employees in Lower Middle Pay Quartile		Employees in Upper Middle Pay Quartile		Employees in Upper Pay Quartile	
Men	Women	Men	Women	Men	Women	Men	Women
69.23%	30.77%	72.55%	27.45%	76.47%	23.53%	86.27%	13.73%

This 2024 Gender Pay Gap Report for **Kyndryl Ireland** includes the data mandated by The Gender Pay Gap Information Act 2021. Globally, Kyndryl is the world's largest provider of IT infrastructure services serving thousands of enterprise customers in more than 60 countries. We continue to prioritise ID&E in all that we do, and commit to build a diverse, inclusive future for our employees.



John Chambers
 President, UK & Ireland
 For and on behalf of Kyndryl Ireland Limited



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