



2025

GENDER PAY GAP REPORT



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Introduction

At Storm Technology, we believe that diversity, equity, and inclusion are fundamental to our success. This year marks our first Gender Pay Gap report, and we welcome the opportunity to share our data transparently.

Our analysis reflects the current composition of our workforce - particularly the underrepresentation of women in senior technical and leadership roles. We acknowledge this gap, and we are committed to addressing it.

Closing the gap will require sustained effort and collaboration, and will take time. We have already begun implementing initiatives to attract, retain, and develop female talent across all levels of our business.

Transparency is the first step, and focused action will follow. We will continue to report annually and share our progress openly. Our goal is clear: to create a workplace where everyone has the opportunity to thrive, reach their potential and contribute to our shared success.

Karl Flannery
CEO at Storm Technology

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What is the Gender Pay Gap and Our Methodology

Methodology

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Gender Pay Gap reporting is a legal requirement designed to promote transparency about pay differences between men and women in an organisation. This report has been prepared in accordance with the Gender Pay Gap Information Act 2021 and the Employment Equality Act (Section 20A) (Gender Pay Gap Information) Regulations 2022 including amendments to this legislation made in 2024 and 2025.

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The data used in this report is based on a snapshot date of **30th June 2025**, with the reporting period covering the 12 months preceding this date.

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The calculations follow the methodology set out in the regulations.

This report covers full-time employees only. Pay gap metrics could not be calculated for part-time employees, as this group is composed entirely of one gender. In addition, no temporary employees were engaged during the reporting period, so pay gap metrics for this category could not be calculated.

The gender pay gap figures represent the difference between the average hourly pay of men and women, expressed as a percentage of men's pay. Both the mean and median gender pay gaps have been calculated, as well as the mean and median bonus gaps, and the proportion of men and women receiving bonuses and benefits in kind.



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What is the Gender Pay Gap and Our Methodology

Note that the gender pay gap is measured by calculating both the mean and median pay for all men and women, regardless of employee role, level, tenure or performance

Pay includes ordinary pay plus bonus. Ordinary pay includes basic pay, allowances, shift premium and overtime. Hourly pay has been calculated by dividing ordinary pay plus bonus by total working hours during the reporting period.

Bonus pay refers to any long and short term incentive payments relating to profit sharing, performance, incentive or commission.

Quartile pay bands have been created by ranking all employees from lowest to highest hourly pay and dividing them into four equal groups, showing the gender distribution within each quartile.

Where a gap is represented as a minus figure, it is in favour of women.



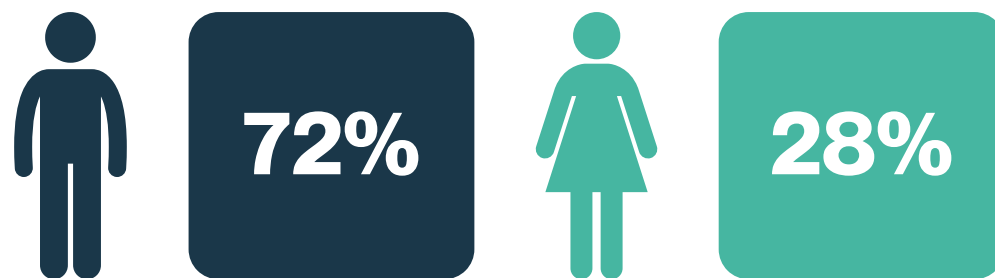
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Our Results and Analysis of Our Gender Pay Gap

As of the snapshot date, the Storm Technology workforce consists of 72% men and 28% women.

The mean hourly gender pay gap is **26.3%**, indicating that, on average, men are paid 26.3% more than women. The median hourly gender pay gap is **17.8%**, meaning that the typical man earns 17.8% more than the typical woman within the organisation.

In our case, the mean gap shows men earning more on average than women which is a result of more men in senior positions which command higher pay and bonus, and more women in more junior roles earning lower pay and bonus. The median pay gap reflects a similar story.



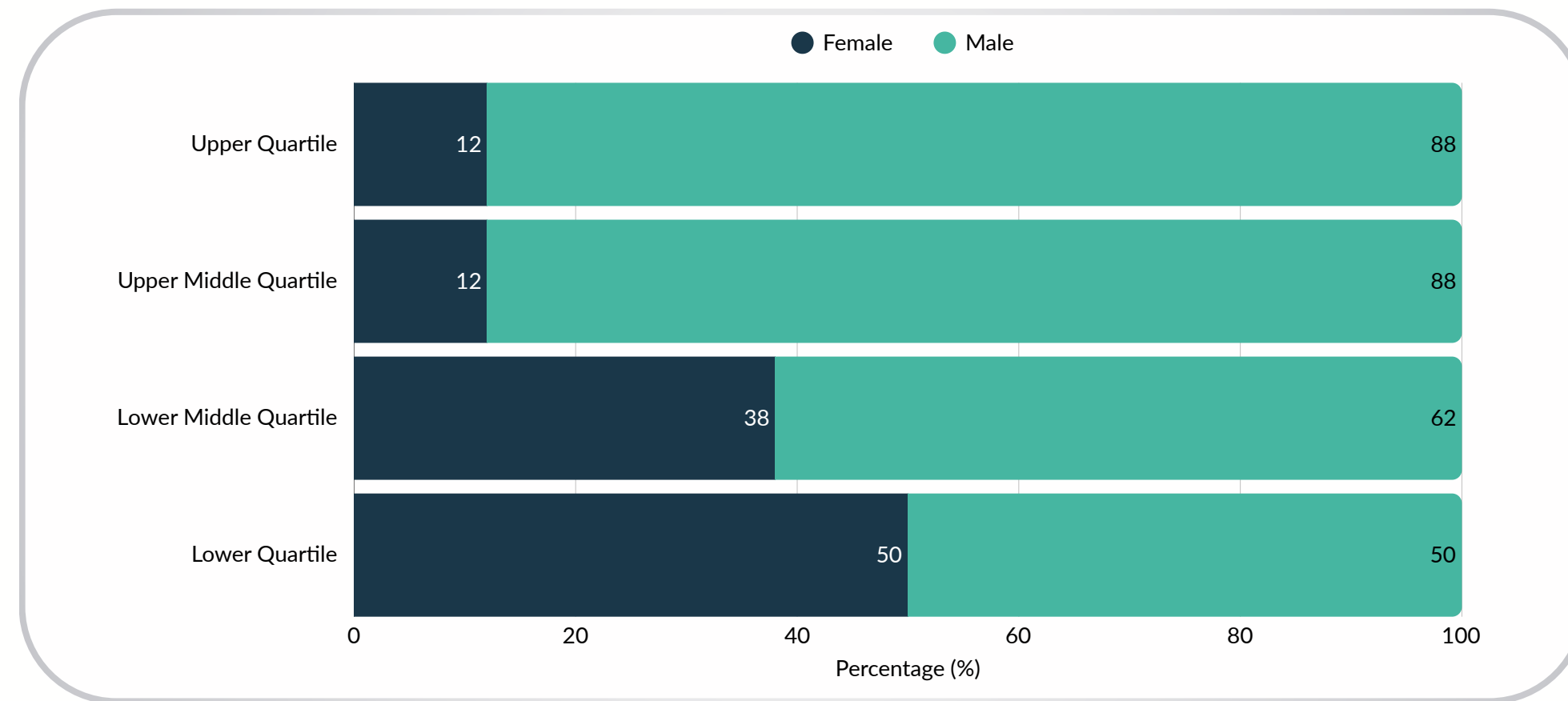
Storm Technology Workforce



Representation by Pay Quartile

The organisation's gender pay gap is primarily influenced by the representation of men and women across different levels and functions rather than by unequal pay for equal work. Our women have the highest representation in enabling functions, and at more junior levels whereas our men have higher representation in technical and sales functions. Female representation is strongest in the lowest pay quartile which is split evenly between men and women. Female representation falls slightly in the lower middle quartile to 38% however there is a sharp decline to 12% of women in each of the top two quartiles of earners. Overall around 80% of our women are in the lower two quartiles of earners as opposed to 40% of men.

We are committed to narrowing the gender pay gap by continuing to increase the representation of women across all role types and pay levels, ensuring fair and inclusive opportunities for career progression and leadership development.

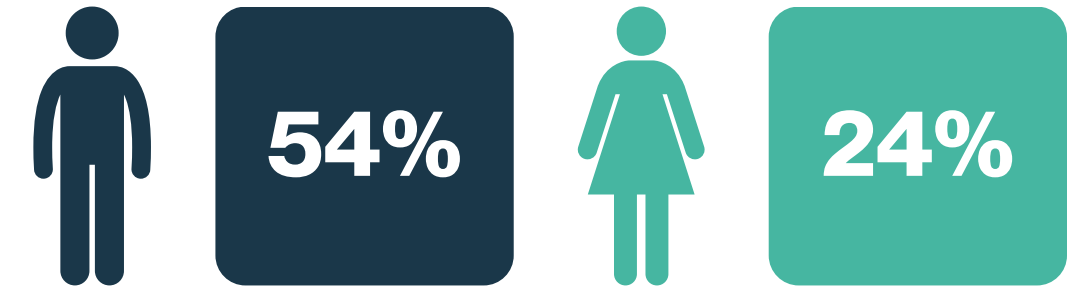


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Bonus Participation, Mean and Median Bonus Gap

A higher proportion of men (54.1%) received a bonus during the snapshot period compared with 24.1% of women. The organisation's **mean bonus pay gap of 35.3%** largely reflects the higher representation of men in senior leadership positions, where variable bonus payments make up a larger share of total compensation. With **88% of employees in the upper pay quartile being men**, this composition has a notable influence on the overall mean bonus gap.

In contrast, the **median bonus pay gap of -98.5%** indicates that, at the midpoint, women received higher bonus payments than men. However, given that women represent **28% of the total workforce** and fewer than a quarter of this group received a bonus, this figure should be interpreted with care due to the small sample size.



Bonus Participation

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Benefits in Kind Participation

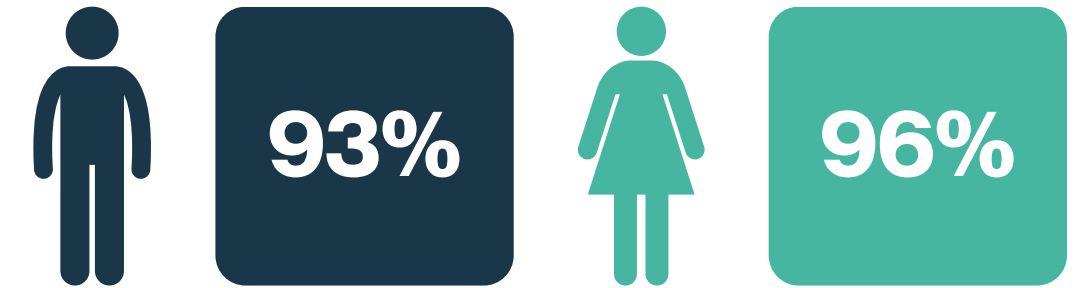
Our benefits in kind scheme is operated on an equal opportunity basis. There is minimal difference in the proportion of males and females participating in Benefits in Kind (**93.2%** of men and **96.6%** of women).

Part-time employees - Mean & Median Pay Gap

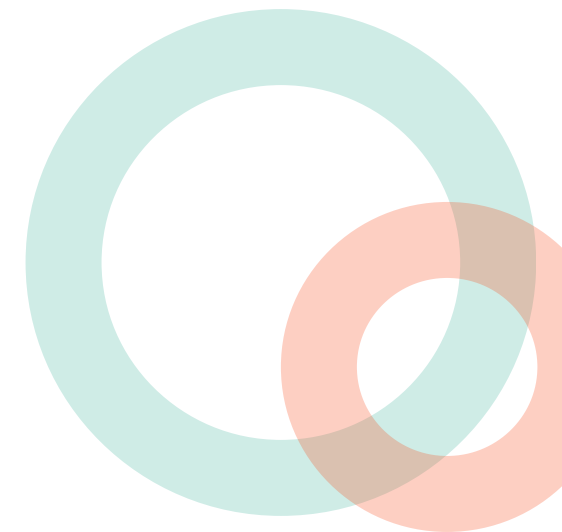
All of our part time employees are of one gender so we are unable to calculate a gender pay gap. We will however review our flexible working policies to ensure all of our employees are aware of these options and can easily access them.

Temporary Employees - Mean & Median Pay Gap

We have no temporary employees in our organisation.



Benefits in Kind Participation





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Closing the Gap – Our Action Plan

Pay Practices, Transparency and Career Pathways

In preparation for the EU Pay Transparency Directive, we are developing clear job categories and pay bands to support consistency and fairness across comparable roles. A pay review is underway to confirm alignment with this framework. These steps reinforce our commitment to equitable, and competitive pay practices.

Flexibility and Ways of Working

We continue our commitment to flexibility in ways of working, reflected in our **hybrid model** that empowers employees to balance remote and office-based work and presence. Flexibility is particularly important in creating an inclusive environment for women, who often face greater challenges in balancing work and personal responsibilities.

Female Representation and Recruitment

We are committed to building a talent pipeline that reflects diversity and inclusion at every stage. To achieve this, we are reviewing our recruitment processes to remove potential barriers and ensure fair, transparent practices. In addition, we are partnering with outreach initiatives to attract experienced female professionals back into the workforce. These actions are designed to increase female representation across the organisation.

Progression and Development

We are committed to creating an environment where progression is based on merit and opportunity is equitable. To support this, all managers will complete Unconscious Bias Training to ensure fair and inclusive decision-making. In addition, we will identify tailored development actions for women in the third and fourth pay quartiles, preparing them for future leadership and technical roles. We will also work to guarantee equitable access to development programs and increase visibility within Group structures, helping female talent build networks and gain recognition across the organisation.