



Transact Campus Ltd Gender Pay Gap Report - 2025

What does our Gender Pay Gap Report include?

Transact Campus first established operations in Ireland in 2020 and has steadily grown from a small base of employees, attracting talent from a wide range of backgrounds and cultures.

This is the first year we are publishing our Gender Pay Gap data for Ireland. The report includes pay, bonus, and benefit information as required under the Gender Pay Gap Information Act 2021.

All calculations are based on the snapshot date of 30 June 2025, with figures reflecting the 12 months prior to that date. The data covers all Ireland-based employees of Transact Campus Ltd, totalling 79 employees, including 15 women at the snapshot date.

What is the Gender Pay Gap?

The Gender Pay Gap measures the percentage difference in the average hourly pay or bonus paid to men and women working for Transact Campus Ltd in Ireland. This measure looks at pay regardless of role, length of service, or any other differentiating factor.

It is important not to confuse the Gender Pay Gap with Equal Pay. Equal Pay refers to paying men and women the same for performing the same or comparable work. Equal Pay is not assessed in this report.

Female Representation

We currently have a lower proportion of women across all role levels in Transact Campus Ireland, particularly within our senior leadership grades, which typically attract higher pay. Positively, 33.3% of our female population were promoted within our career framework during the 12 months leading up to the snapshot date, compared with 9% of males in the same period.

As of June 2025, women made up 19% of our Irish workforce, with 11% represented at manager level and above. It is also important to note that many Irish employees report to female managers located outside Ireland, whose pay falls outside the scope of this report. When these managers are included, female representation at manager level or above rises to 25%.

We acknowledge that pay gap figures alone do not tell the full story, and we remain committed to increasing female representation at all levels. Across our global organisation, female representation is stronger across grades, including senior leadership. In Ireland, however, further progress is needed, particularly at management and senior leadership levels.

Additionally, we recognise the ongoing need to encourage greater female participation in the technology sector, which comprises a significant proportion of our roles in Ireland. We aim to strengthen our reputation as an employer of choice through family-friendly policies and benefits that support women throughout their careers.

During the 12 months prior to the snapshot date:

- 100% of our graduates hired were females, reflecting our commitment to diversity in early careers.
- 75% of our work-experience students were females.

This focus has continued beyond the reporting period and is expected to positively influence future gender diversity.

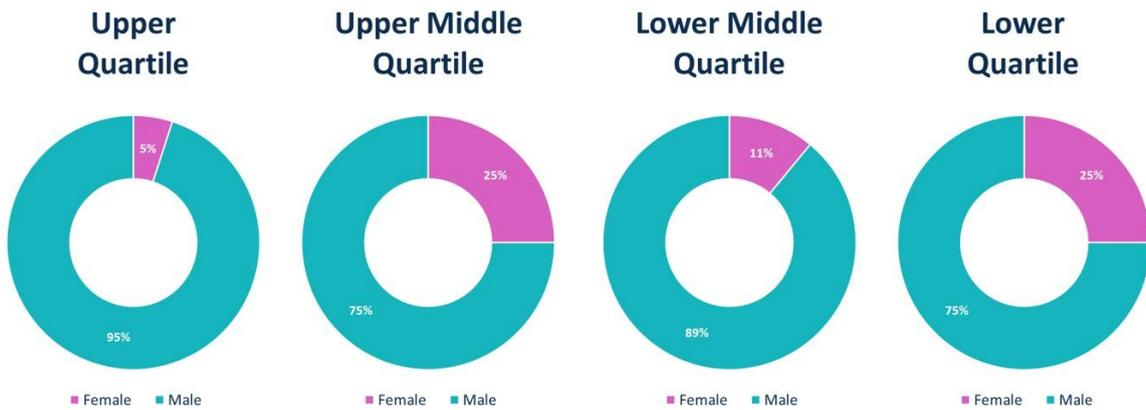
Transact Campus also actively supports women in STEM through several regional initiatives, including:

- Participation by female employees in regional “Women in Coding” workshops for secondary school students.
- Sponsorship of the EDI Scholarship for female students in the BSc in Immersive Software Engineering at the University of Limerick.

Our Results

Quartile Analysis

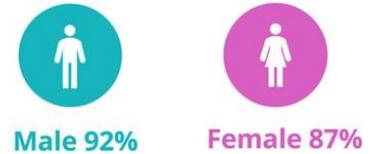
Representation of Males and Females per quartile



Hourly Remuneration Pay Gap **



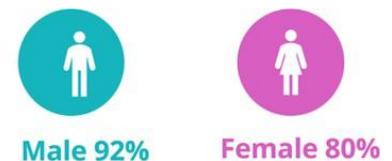
Bonus Pay Received



Bonus Pay Gap **



Benefit in Kind Received



Our Results

Quartiles

The quartile data shows the proportion of men and women in each pay quartile. All relevant employees were ranked from lowest to highest hourly pay and then evenly divided into four equal quartiles and the percentage of male and female employees in each quartile is calculated.

Although this is our first year completing the Gender Pay Gap report, balanced representation across quartiles remains a priority. Since establishing our Irish operations in 2020, we have steadily increased headcount across our technology functions. Female representation has already grown from 15% to 19%, which is reflected in the Lower and Upper Middle quartiles.

As noted earlier, when we consider managers of Irish employees based in other regions, overall female leadership representation reaches 25%. This kind of matrix structure is common in global organisations. Nonetheless, we recognise the opportunity to strengthen career pathways and leadership opportunities specifically for women in Ireland, and we remain committed to continual improvement in this area.

Pay and Bonus Gap

We report on both the Mean and Median figures for hourly remuneration and bonus pay:

- Mean: This is a calculation of the average hourly pay and bonus including all relevant additional payments.
- Median: This is a calculation of the total pay and bonus of the middle employee when all employees are listed in order of pay or bonus.

In our report, the calculations of Mean and Median Hourly Remuneration Pay Gap and Bonus Pay gap is calculated by taking the figure for Females away from the figure for Males and dividing by the figure for Males.

The data in the Hourly Remuneration table shows a Gender Pay gap of 17% (Mean), and 18% (Median).

The data in the Bonus Pay table shows a Gender Bonus gap of 13.6% (Mean), and 14.6% (Median).

Part-time employees: On the snapshot date of 30 June 2025, only one part-time employee was in scope, so this metric cannot be reported for 2025.

Temporary employees: On the snapshot date of 30 June 2025, only one temporary employee was in scope, so this metric also cannot be reported for 2025.

When reviewing this information, we recognize that we have a lower proportion of women overall in all levels of roles in Transact Campus, and particularly our senior leadership grades, which attract higher pay. These grades are on a different bonus structure due to the contribution of individuals in their roles and would directly have an impact on the Mean and Median Bonus Gaps shown.

Bonus

These results look at the percentage of the company's full population of Males who received a bonus (92%), and the percentage of the full population of Females who received a bonus (87%) in the prior 12 months from the snapshot date of the 30th June 2025.

When reviewing this information in more detail, we can see that all eligible employees between 1 July 2024 and 30 June 2025 received a bonus (100% coverage across both gender groups). The company pays an Annual bonus in March each year based on the prior year performance of the company and the individual.

New hires that started during the period from January to June 2025 were ineligible for a bonus payment due to their starting dates, but it is important to note that Bonus eligibility is role-based and contractual and extends to all employees in all roles. If our snapshot date was the 31st December 2024, we would have 100% payment of bonus across both genders for eligible employees.

Benefit in Kind

The data in the table shows the percentage of Males (92%), and the percentage of Females (80%) that are enrolled in our company benefits. Overall, 90% of all employees are enrolled in company benefits. Company Benefits such as Healthcare and Dental Care are offered to all employees from date of joining but are voluntary and the uptake varies by individual depending on individual circumstances. Other benefits such as Long-Term Disability benefit and Life Assurance benefits have a 100% participation across all genders.

All employees are informed of benefits on joining the company and at benefit renewal each year. Employees have the ability and flexibility to amend and update their benefits at any time as it suits them and their family circumstances, and some employees choose not to enrol in our company benefits, which is reflected in the enrolment/ participation rates as a whole company and by gender.

Commitment to Our Employees

At Transact Campus, our commitment to Corporate Social Responsibility (CSR) is deeply intertwined with our company culture. We believe that a supportive, inclusive, and growth-oriented environment is the foundation for a socially responsible organization. By fostering an engaged and empowered workforce, we drive innovation, prioritize customer-centric solutions, and embrace teamwork and collaboration. Our culture of continuous learning, diverse backgrounds, and varied perspectives ensures that we approach challenges with a well-rounded view.

We support our employees by showing empathy and respect, recognizing that embracing the power of uniqueness not only enhances individual well-being but also strengthens our collective impact on the communities we serve. In this way, our CSR efforts are a natural extension of our commitment to creating a positive, inclusive, and empowering workplace culture.

Onboarding

Our inclusive onboarding process ensures new hires feel welcomed and valued from day one, including Diversity and Inclusion training and clear communication of our commitment to diversity, equity, and inclusion. At onboarding, all new hires are advised on the benefits that are available to them and their employees and provide the flexibility to employees to adapt their benefits to suit them and their families.

Workplace Culture

We foster a sense of belonging through Diversity and Inclusion training, employee resource groups, and open forums. Our WISE (Women in Search of Excellence) network supports women and allies through mentorship, networking, and community outreach, and is a key resource for women across Ireland.

Retention

We focus on retaining diverse talent through flexible working arrangements, support for work–life balance, and prompt resolution of any issues related to discrimination or harassment.

Feedback and Improvement

We actively seek employee feedback through our annual Employee Engagement Survey, with results reviewed and actioned across each region and business area.

Next Steps

Transact Campus was recently acquired by Roper Technologies and merged with CBORD at the end of 2024. As we continue to integrate two matrixed organisations—including systems, career structures, and operating policies—this presents a strong opportunity to enhance equity and transparency across the business.

While our Gender Pay Gap highlights areas that require focus, the new organisational structure supports improved collaboration and shared accountability between functional and regional leadership. This will help



strengthen gender diversity across our workforce and drive measurable progress.

Focused actions such as standardised role evaluation, clear career pathways, and proactive ongoing monitoring will be central to ensuring fairness and building an inclusive culture.

Our Pay and Bonus Gaps reflect the current representation of women across all levels in Ireland, particularly at senior levels. We remain committed to developing diverse talent, increasing female recruitment at all levels, and ensuring experienced women have visibility and pathways into senior roles.

This is a journey we fully embrace as we continue to build a culture of unity, belonging, inclusion, and respect. We do this because it is simply the right thing to do—and because creating a workplace where everyone feels welcome, safe, and valued is core to who we are.