



Forcepoint Ireland 2025 Gender Pay Gap Report

Forcepoint International Technology
Limited (FITL)



Introduction

We are pleased to share our 2025 Ireland Gender Pay Gap report. In our first year of this reporting requirement, our results show a mean hourly pay gap of 14% and a median hourly pay gap of 17%, both in favor of men.

We're committed to doing our part to close the gender pay gap — and we won't stop until we get there. The Irish market is strategically important to Forcepoint and has provided heavily desired tech talent to support our organization.

These high-tech roles are well paid, but like our competitors in high-tech, are male dominated. The larger representation of men in our workforce in Ireland is the main contributor to the current pay gap, especially in higher level roles.

A message from Emilie McLaughlin, Chief People Officer

At Forcepoint, we believe transparency builds trust — within our company and with the communities we serve. As we share our first Ireland Gender Pay Gap report, we do so with a strong sense of purpose and accountability.

This report isn't just a compliance milestone; it's an opportunity to better understand where we stand today and where we need to go next. While our results show a mean hourly pay gap of 14% and a median of 17% (both in favor of men), they also reflect an industry-wide challenge — the underrepresentation of women in technical and senior roles.

Closing this gap is not only a matter of fairness, but of future readiness. Diverse teams innovate faster, perform better, and make stronger decisions — and we are committed to creating pathways for more women to thrive at every level of Forcepoint.

We are proud of the progress we've made through our inclusive hiring practices, hybrid work flexibility, and commitment to equitable pay for equal work. But our ambition goes further. We'll continue to challenge ourselves, partner with others across the tech industry, and take tangible action to ensure that gender equity isn't just a goal — it's a given.

Emilie McLaughlin
Chief People Officer, Forcepoint



Gender Pay Gap Versus Equal Pay

The Gender Pay Gap is a measure and comparison of the difference between the average earnings of all men and women employed by a company. Measuring a gender pay gap is not the same as measuring equal pay. In contrast, equal pay analyses how much men and women are paid for the same or equal work. Forcepoint is committed to fair and equitable compensation practices.

Ensuring Pay Equity

Through our market-based pay structure and annual pay reviews, we're confident that our employees are paid equitably. During our annual pay analyses, we examine base salary and on-target earnings according to the market value of every job. Forcepoint is committed to equal pay for equal work through our pay-for-performance philosophy and can demonstrate confidently that men and women at Forcepoint Ireland are paid fairly considering level, scope, complexity of role, seniority, performance level, skills and experience.

Our Opportunity

Every organization, including Forcepoint must continue to attract, hire, develop and retain strong performing female talent to drive lasting change in the technology sector.

Our biggest opportunity to reduce the gender pay gap continues to be through increasing the representation of women, especially in tech and in more senior-level roles. Although not reflective of pay equity, Forcepoint is fully committed to improving our gender pay gap. Along with many of our peers, we're focusing on addressing systemic issues from the early stages of representation in STEM education right through to attracting, progressing and retaining more women to the most senior levels in tech.

2025 Ireland Gender Pay Results

The Gender Pay Gap Information Act 2021 requires organizations with over 50 employees to report on their gender pay gap in 2025 by reference to their employees on a snapshot date in June 2025. Our snapshot date is 30 June 2025, and our reporting period covers the 12 months prior.

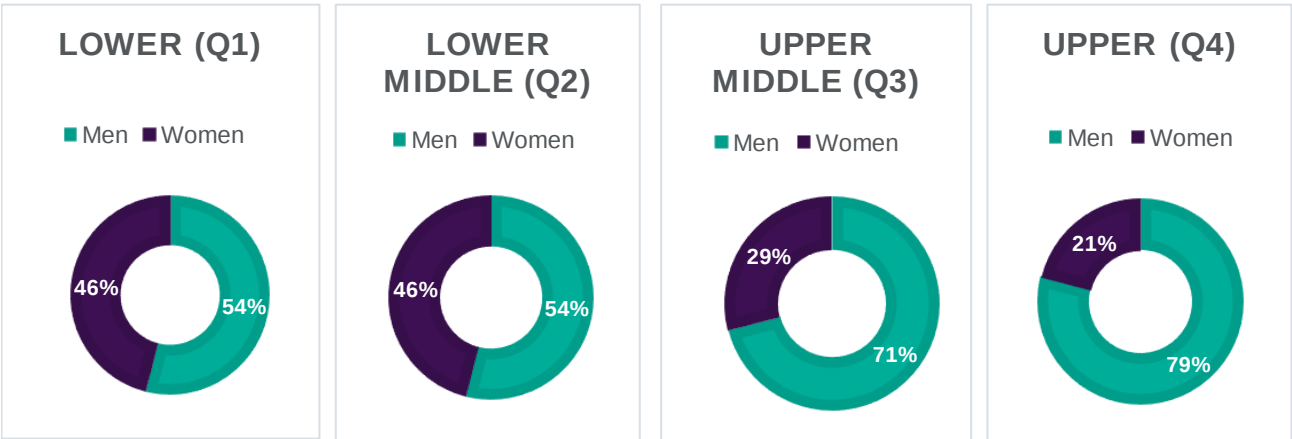
Below are the results for the required pay gap calculations for Ireland. Please note, Forcepoint Ireland has no temporary employees, or part-time male employees so we are unable to report a pay gap within these segments.

Pay Gap	Mean	Median
Hourly Pay Gap The difference in hourly pay between male and female employees, as a percentage of hourly pay for male employees.	Mean hourly pay gap 14%	Median hourly pay gap 17%
Bonus Pay Gap The difference in bonus pay between male and female employees, as a percentage of bonus pay for male employees.	Mean bonus pay gap 8%	Median bonus pay gap 12%

Bonus Pay Recipients The percentage of male and female employees who received bonus pay during the twelve-month period preceding the snapshot date.	Women 85%	Men 88%
Benefits in Kind Recipients The percentage of male and female employees who received benefits in kind during the twelve-month period preceding the snapshot date.	Women 60%	Men 64%

Pay Quartiles

The percentage of male and female employees in each pay quartile, based on hourly pay.



Addressing the Pay Gap

Continue to Attract, Hire, Develop, Promote and Retain Female Talent

Through our skills-first people strategy and inclusive hiring enablement led by our talent acquisition team, we achieved our biggest hiring year in 2024 for external female hires, **which increased YoY by 100%**.

We are committed to providing career growth and professional development to all employees. Goal and Career Development check-ins are held quarterly.

In our 2024 Point of View engagement survey, **82% of our team responded positively** to: My job performance is evaluated fairly and, **86% responded positively** to: People from all backgrounds have equal opportunities to succeed at Forcepoint.

We offer best-in-class benefits for family planning, medical care, parental leave, caregiving and mental wellbeing support.

We continue to ensure gender pay equity through annual pay audits, a market-based pay structure and annual compensation reviews.

Success Factors

Forcepoint has a clearly defined vision – to safeguard data everywhere, for people anywhere. In 2024, we introduced our Success Factors – a common language with which we talk about how we get things done and what good outcomes look like to us. These provide a consistent framework for planning professional development and awarding promotions and bonuses.

Flexible Working

Giving ourselves the opportunity to recharge when we need it helps us maintain balance and focus — and is essential to our health and wellness. Forcepoint globally operates under a full Hybrid Work Environment, and our global offices provide innovative, collaborative spaces for our teams to come together and make a massive impact.

While this is our first Ireland Gender Pay Gap report, it marks the start of an ongoing journey — one we will measure, learn from and share openly. We believe transparency drives progress and we look forward to reporting on our continued improvements next year.



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About Forcepoint

Forcepoint simplifies security for global businesses and governments. Forcepoint's all-in-one, truly cloud-native platform makes it easy to adopt Zero Trust and prevent the theft or loss of sensitive data and intellectual property no matter where people are working. Based in Austin, Texas, Forcepoint creates safe, trusted environments for customers and their employees in more than 150 countries. Engage with Forcepoint on www.forcepoint.com, [Twitter](#) and [LinkedIn](#).