

SolarWinds Irish Gender Pay Gap Report

Published December 2024



SolarWinds Irish Gender Pay Gap Report

SOLARWINDS COMMITMENT TO FAIRNESS AND TRANSPARENCY

SolarWinds is committed to fairness and transparency in our compensation program design and delivery. Our talent management framework is designed to encompass clear standards for goal-setting, impartial performance evaluations with succession planning, and robust learning and development opportunities.

Our gender pay gap is driven by a variety of factors, including a higher proportion of men in leadership and technical roles. We are committed to further attracting, retaining, and developing women at all levels of the company by continuing to focus on career development, inclusive hiring efforts, and awareness among company leaders.

THE DIFFERENCE BETWEEN GENDER PAY EQUITY AND GENDER PAY GAP

Pay Equity

Pay equity relates to what women and men are paid for performing equal work. SolarWinds is committed to pay equity by conducting yearly pay equity studies. With the help of third-party experts, SolarWinds runs statistical models to assess pay metrics and resolves any differences in total compensation on the basis of gender.

Pay Gap

Pay Gap is the difference in median or mean pay between women and men regardless of their roles, levels, tenure or performance. The Gender Pay Gap Information Act 2021 requires organizations that employ 150 people or more in Ireland to publicly report gender pay gap data for its Irish employees.

IRISH PAY GAP REPORT BACKGROUND

SolarWinds Software Europe DAC meets the headcount threshold for gender pay gap reporting in Ireland in 2024. The data reported below was taken on the snapshot date of 30 June 2024 and includes information with respect to Irish employees only.

Pay includes allowances, overtime, vested equity grants, and performance-related bonuses. The gender pay gap is measured by calculating both the mean and median pay for all women and men and does not take into account role, level, tenure, or performance.

The Gender Pay Gap report reflects the difference between the average pay for women and men, expressed as a percentage of men's pay.

The gender pay analysis and profile carried out for this Report is based on average hourly rate of pay in the 12 months from 1 July 2023 to 30 June 2024.

IRISH PAY GAP REPORT DATA

Percentage of Women and Men Employees Who Received Bonus Remuneration

GENDER	ALL EMPLOYEES	PART-TIME EMPLOYEES
Men	93.04%	NA
Women	88.37%	100.00%

Employees at SolarWinds are eligible to receive bonuses (except the employees in Sales, as they are part of the commission plan). Those who did not receive a bonus belong to one of two categories:

(i) eligible but did not receive a bonus due to performance; or (ii) not eligible due to their hire date being later than our bonus eligibility cut-off date.

Percentage of Women and Men Employees Who Received Benefits In Kind (BIK)

GENDER	ALL EMPLOYEES	PART-TIME EMPLOYEES
Men	83.48%	NA
Women	83.72%	100.00%

SolarWinds employees are eligible to receive BIK. Those who have not received it have not opted for it. For example, health insurance is optional. The same benefits in kind are offered to all employees.

Proportion of Women and Men Employees in Each Quartile Based on Hourly Remuneration

Each pay quartile represents a quarter, or 25%, of our total employee group ranked by hourly rate of pay. Our data shows a higher proportion of male employees in the upper half of our gender pay quartiles while female employees hold the majority of roles in the lower paid half of our job grades.

QUARTILE	FEMALE (NO. OF STAFF)	MALE (NO. OF STAFF)	TOTAL (NO. OF STAFF)	% FEMALE	% MALE
Upper	18	33	51	35.29%	64.71%
Upper Middle	17	33	50	34.00%	66.00%
Lower Middle	24	26	50	48.00%	52.00%
Lower	27	23	50	54.00%	46.00%

Gender Pay Gap in Mean Hourly Remuneration

MEAN HOURLY REMUNERATION	ALL EMPLOYEES
Pay Gap	18.73%

Gender Pay Gap in Median Hourly Remuneration

MEDIAN HOURLY REMUNERATION	ALL EMPLOYEES
Pay Gap	18.50%

Gender Pay Gap in Mean Bonus Remuneration

MEAN BONUS REMUNERATION	ALL EMPLOYEES
Pay Gap	40.12%

Gender Pay Gap in Median Bonus Remuneration

MEDIAN BONUS REMUNERATION	ALL EMPLOYEES
Pay Gap	46.19%

Notes:

- As of the snapshot date, we have 57% men and 43% women in our organization in Ireland.
- There are not enough part-time employees to compare data (i.e., at least one man and one woman)
- To comply with the Act's requirements, this Report limits gender categories to male and female and does not include SolarWinds non-binary population.