



Ireland GPG Results

Cloudera International Limited Ireland (Cloudera) is a business that stands for a culture of inclusion where everyone feels welcomed, valued, and respected. Our commitment to diversity and equity motivates us to ensure that each person is treated fairly. As a certified Fair Pay Workplace* Cloudera is committed to maintaining pay parity and pay equity.

Under legislation that came into effect in 2022, covered employers in Ireland are required to publish their gender pay and participation gaps*. Our Ireland Gender Pay Report is based on information as of the snapshot date of 30 June 2024. Our hourly pay & bonus and participation gap metrics are displayed below.

Workforce Summary

This report covers the following number of relevant employees in Cloudera International Limited (Ireland).

Employee count	Female	Male
210 employees	48.10%	51.90%

Hourly Gender Pay Gap and Pay Quartiles

The hourly gender pay gap is not the same as equal pay for equal work analysis. The gender pay gap is the difference in men and women's compensation on an aggregate basis without adjusting for various factors that differentiate pay at Cloudera, such as differences in job functions, roles, position levels, experience, or performance. The hourly gender pay gap numbers represent the differences in the mean and median hourly remuneration of employees of the male gender and that of employees of the female gender.

The mean pay gap compares the average pay between relevant employees, both men and women, across the legal entity. The median pay gap compares the earnings of the middle employee for one group (employees of the male gender) to the middle employee in another group (employees of the female gender). The median can be a better measure of the central tendency of the group as it is not skewed by exceptionally high or low values at either end of the pay scale. A positive percentage on the mean or median hourly gender pay gap shows that, on average, women have lower pay than men. A negative percentage shows that, on average, men have lower pay than women. A zero percentage shows that, on average, men and women are paid the same. The Irish Gender Pay Gap Information Act requires calculating the median and mean hourly gaps for all employees, and separately for part-time employees and temporary contract employees.



Mean and Median Unadjusted Pay Gap

Employee Groups	Mean Pay Gap	Median Pay Gap
All employees	6.58%	9.37%
Temporary contract employees	9.68%	9.68%

Cloudera's median unadjusted pay gap as of June 30th, 2024 was 9.37%.

Hourly Pay Quartiles

Pay quarters show the percentage of all relevant employees of the male gender and female gender in four equal sized groups based on their hourly pay. Pay quarters give an indication of women's representation at different levels of the organisation.

Quartile	Female	Male
Lower	54.72%	45.28%
Lower Middle	51.92%	48.08%
Upper Middle	45.28%	54.72%
Upper	40.38%	59.62%

Cloudera's hourly pay quarterlies show the representation of women is less in the upper quartiles. This means that more men are in senior roles. For example, the upper quartile is 59.62% men and 40.38% women.

Bonus Gender Gap and Participation Gap

The mean and median gender bonus gap shows the difference between the bonus pay of men and women. The mean pay gap compares the average bonus pay between relevant men and women across the legal entity. The median pay gap compares the earnings of the middle employee for one group (employees of the male gender) to the middle employee in another group (employees of the female gender). A positive percentage on the mean or median bonus gender pay gap shows that, on average, women have lower bonus pay than men. A negative percentage shows that, on average, men have lower bonus pay than women. The Irish Gender Pay Gap Information Act requires calculating the median and mean bonus pay gaps only for relevant employees.

Employee Group	Mean Bonus Gap	Median Bonus Gap
All employees	15.34%	6.48%



Cloudera’s median bonus pay gap of June 30th, 2024 was 6.48%.

Participation Gap

The percentage of men and women who received a bonus and who received benefit-in-kind in the relevant pay period.

Compensation Element	%
Percent of Men who Received a Bonus	93.58%
Percent of Women who Received a Bonus	96.04%
Percent of Men who Received Benefits-in-Kind	80.73%
Percent of Women who Received Benefits-in-Kind	87.13%

Conclusion

Cloudera’s median unadjusted pay gap as of June 30th, 2024 was 9.37%, compared to the most recently published national average of 9.6%** (CSO, 2022).

A gender pay gap is based on average figures across the workforce and is a reflection of the workforce as a whole – it does not mean that a gender pay gap exists between employees who are carrying out the same or similar roles. An under representation of one gender in higher paid roles and/or an over representation of that gender in lower paid roles will typically result in a gender pay gap.

Based on the data presented, it appears that our gender pay gap exists mainly because men are more represented in higher-paid job functions and levels in our workforce (i.e., the upper and upper middle quartiles), while women are overrepresented in the lower quartile. Closing the gap involves the challenge of ensuring that men and women are represented more equally at all levels across various functions throughout the organisation, particularly in leadership roles. Cloudera is taking steps to ensure that we are attracting, hiring and promoting diverse talent throughout our organisation, so we can make progress towards closing the representation gap reflected in this report.

* [Fair Pay Workplace info](#)

** [gov.ie Resource for Employers](#)

***CSO (2022) available online: [Gender Pay Gap Structure of Earnings Survey 2022 - Central Statistics Office](#).