

Kyndryl Ireland Gender Pay Gap Report 2025

First Annual Issue



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At Kyndryl, belonging is our superpower and is a core part of The Kyndryl Way, the culture we foster right across our global business. At Kyndryl, belonging drives employee engagement and engaged employees create better outcomes for our customers and our company. That sense of belonging — being a valued, respected, trusted member of the team — is fundamental to engagement and at the heart of our Kyndryl Way culture. The “Kyn” in Kyndryl came from kinship, which represents the strong bonds we have with each other, our customers and our communities.

Our strategic priorities:

To help further strengthen these bonds and advance these efforts, we have created a newly unified team — Kinship @ Kyndryl — that will scale our programs in support of the inclusion, belonging and well-being of our people. Kinship @ Kyndryl will support our people to:

- Be Included — Foster belonging through our Kyndryl Inclusion Networks and other initiatives
- Be Well — Nurture social, mental, physical and financial well-being
- Be Ready — Enable Kyndryls to thrive and develop skills for the next opportunity
- Be Impactful — Drive impact through purposeful engagement with our customers and communities

We are proud that our Empathy and Inclusion Index, which measures the extent to which leaders are building an environment of empathy and trust where Kyndryls feel they belong, is near best in class for the second consecutive year. According to our fiscal 2025 Annual Engagement Survey, Kyndryl is at 85.3% on

our belonging index, which is an aggregate of workplace trust, respect and belonging measurements.

Our Kyndryl Inclusion Networks (KINs), open to all Kyndryls, play a critical role in empowering empathetic and inclusive teams.

Kyndryl Inclusion Networks

Kyndryl Inclusion Networks (KINs) are company-sponsored, employee-led resource groups open to all Kyndryls and dedicated to creating spaces where they can find and provide support and advice. Supported by senior-level executive sponsors, KINs support our culture of belonging.

Our companywide, enterprise-level KINs include:

- WIN (Women)
- LGBTQ+ & Allies
- True Ability (People with Disabilities / Neurodiversity)
- BeKIN (Black)
- Hispanic / Latino
- Asian Pacific Islander
- Native / Indigenous / First Nations
- Veterans KIN within UK & Ireland.

Executive sponsors champion and support the work of the KIN leaders and in the UKI, together with our Wellbeing Community, to co-create a safe space for supporting each other. This environment empowers everyone to bring their whole selves to work, individually and collectively, and to support the activation of our culture, which is called the Kyndryl Way.

Global Most Loved Workplaces® 2025 accolade

In 2025, Kyndryl has received 34 global awards for workplace culture and leadership, including #19 on Newsweek's list of global **Most Loved Workplaces®**, certified as a **Great Place to Work®** in 10 countries and recent recognition by **Brandon Hall Group Excellence Awards** for our employee value proposition, learning programs, and more. Since its founding in 2021, the company has earned more than 100 workplace accolades globally.

<https://www.kyndryl.com/us/en/about-us/news/2025/10/top-100-most-loved-workplace-2025>

Headlines from our Women's KIN

Our Women's KIN is the largest Kyndryl Inclusion Network in UK and Ireland. The Women's KIN has reinvigorated squads for this year to address key topics for this community across:

- Be Impactful — Drive impact through purposeful engagement with our customers and communities
- Events: Engaging through internal, customer, and partner ecosystem events such as roundtables, face-to-face workshops and panels, and convening externals networks.
- TechSheCan: Cultivating a strong partnership in support of a UK-based non-profit organisation dedicated to improving the ratio of Women in Technology.
- Women in Tech: Highlighting our Women in Technical career paths, offering a sense of camaraderie and experience-sharing, as well as elevating talent or external recognition.
- Professional Growth: Enabling Kyndryl talent with the tools and skills to 'own their career journey', building confidence to pursue career growth opportunities.
- Cross-KIN Integration: Strong collaboration with the Well-Being KIN to focus on Women's Health (including Meno'Pause' Café's) and engaging regularly with other KINs.

These refreshed squads enable the UK&I Women's KIN to support attracting, retaining, and consistently engaging top talent. They foster inclusion and a sense of belonging while also creating a platform for networking and learning.

The Gender Pay Gap (Ireland)

The Irish Gender Pay Gap Information Act 2021 requires organizations with 150 employees in 2024 (50 employees in 2025 and beyond) to collect payroll data and calculate a variety of metrics: (1) the percentage difference in mean and median hourly remuneration of male and female relevant employees, part-time employees, and those on temporary contracts; (2) the percent difference between the mean and median bonus remuneration of relevant male and female employees; (3) the proportion of male and female employees who were paid bonus remuneration; (4) the proportion of relevant male and female employees who received benefits-in-kind; and (5) the proportion of all relevant employees within four hourly remuneration quartile pay bands.

What is gender pay?

Gender Pay is not the same as equal pay:

- The Gender Pay Gap shows the mean and median earnings (fixed, variable and bonus remuneration) of men and women, using aggregated data for all jobs at all levels. It is not an indication of pay inequality as the women and men may be in different jobs.
- Whereas equal pay compares the pay of women and men carrying out the same or similar work, or work of equal value, considering level and job type.
- At Kyndryl, we are committed to fair and equitable compensation that allows us to attract and retain top talent. We regularly conduct equal pay analyses to identify and address any disparities, reinforce our dedication to paying fairly for contributions, and continue to evolve our pay practices.



Mean versus median

Mean is the average: the sum of values divided by the total number of values. Median is the midpoint of the data set: half the values will be less than the median, half will be above.

Our Gender Pay Gap Results

Our results this year show a notable reduction in the Gender Pay Gap since 2024.

Our data is influenced by several factors such as recruitment, attrition, employee movement, promotions and growth strategy, all which can have an impact on the overall composition of our workforce, which can affect our year-over-year gender pay gap data.

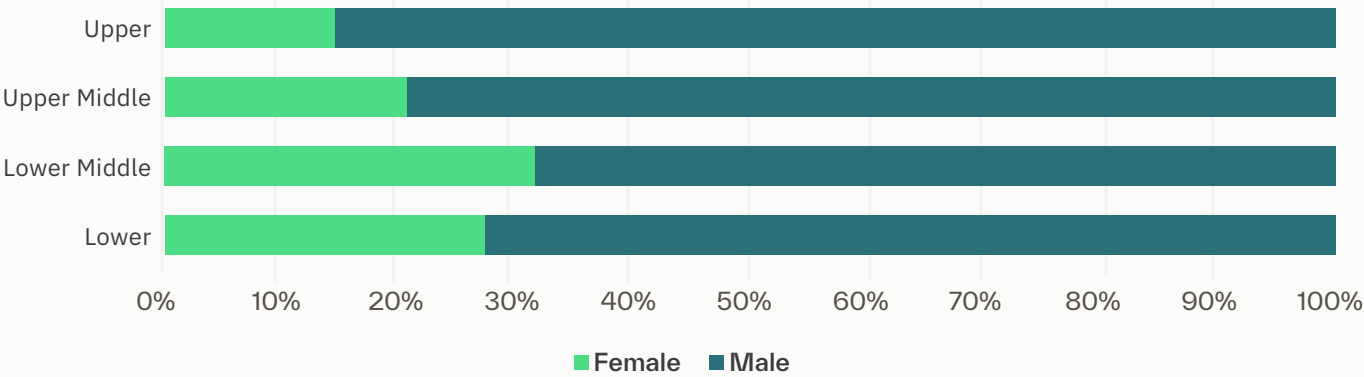
Gender Pay Gap 2025 Figures

	Mean Pay Gap	Median Pay Gap
All employees	10.10%	11.89%
Part-time employees	-	-
Temporary contract employees	-	-

Hourly Pay Quartile Figures

Hourly remuneration is sorted from lowest to highest and divided into four equal population sizes, to show how the distribution of men and women varies according to each pay quartile.

Quartile Hourly Pay Bands



Bonus pay gap

The mean and median gender bonus gap shows the difference between the bonus pay of relevant men and women.

Compensation Element	
Percent of Men who Received a Bonus	98.60%
Percent of Women who Received a Bonus	95.56%

I confirm that Kyndryl’s gender pay calculations are accurate and meet the requirements of the Regulations in line with the Irish Gender Pay Gap Information Act (2021). Globally, Kyndryl is the world’s largest provider of IT infrastructure services, serving thousands of enterprise customers in more than 60 countries. We continue to amplify Inclusion and Belonging in that we do, and commit to build an inclusive future for our employees.

Kelly Metcalf

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For and on behalf of Kyndryl Ireland



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