

Ireland Gender Pay Gap Report 2026

Akamai Technologies Ireland Limited

1 November 2026

Company Information for Gender Pay Gap Reporting

Company Name:	Akamai Technologies Ireland Limited
Industry:	Software – Infrastructure
Headcount as of June 1, 2026:	58 (7 women and 51 men)
Part-timers:	One woman and two men
Temporary employees:	None
Snapshot Date:	1 June 2026
Pay Reference Period:	1 June 2025 to 31 May 2026

Introduction

At Akamai Ireland, we believe that fairness, inclusion, and transparency are essential to building a strong and equitable workplace. This Gender Pay Gap Report, prepared in line with applicable Irish legislation and statutory guidance, summarizes the required gender pay gap information for employees in Ireland.

The information is presented to meet the applicable reporting requirements and provide context for the reported results.

Pay Philosophy

At Akamai Ireland, our approach to pay is guided by fairness, transparency, and generally determined by a combination of factors including experience, performance, role responsibilities and applicable compensation arrangements.

Managers responsible for compensation decisions receive guidance during the performance and progression (P&P) cycle.

Remuneration

Between 1 June 2025 and 31 May 2026, 96.5% of all employees (100% of all female employees) received salary increases through either merit adjustments or P&P reviews, supporting performance and progression review.





Overview of Gender Pay Gap

The gender pay gap measures the difference in average pay between men and women across all roles and levels within an organization. It is expressed as a percentage of men's average earnings.

It's important to note that the gender pay gap is not the same as equal pay. Equal pay concerns whether people performing like work, or work of equal value, receive equal remuneration, as addressed by applicable Irish legislation. This report does not determine compliance with those obligations

The gender pay gap, on the other hand, is an aggregate measure and does not, on its own, establish the reason for any difference or whether pay discrimination has occurred. Differences may be associated with the distribution of employees across roles, working patterns or other factors; this report does not attribute causation.

Gender Pay Gap Metrics

This report includes the following metrics, as required by the [Gender Pay Gap Information Act 2021](#):

Hourly Pay Gap¹: The percentage difference between the mean (average) and median (midpoint) hourly pay of men and women. This is reported for all employees, part-time employees, and temporary employees.

Bonus Pay Gap: The percentage difference between the mean and median bonuses paid to men and women.

Bonus Participation Gap: The percentage difference between men and women who received a bonus during the reporting period.

Benefits in Kind: The percentage difference between men and women who received benefits in kind (such as health insurance, pension contributions, or other non-cash benefits) during the reporting period.

Pay Quartiles: The proportion of men and women in each of four hourly pay quartiles, from the lowest to the highest paid.



¹ Hourly remuneration includes basic salary, paid allowances, overtime payments, regular shift premium pay, sick pay, salary top ups for statutory leave and pay for gardening leave (if applicable during the reference period).



Our Results

The following section outlines Akamai's gender pay gap figures for employees in Ireland as of 1 June 2026. These results show the differences in average hourly pay and bonus pay between all employees across our workforce.

Gender Pay Gap Results

	Mean	Median
All Employees	28.45% lower	18.97% lower
Part-time Employees ²	N/A	N/A

This chart shows the mean and median hourly pay for women compared with men. The mean represents the average pay, while the median represents the midpoint of the pay distribution.

For all employees, women's reported mean hourly pay is 28.45% lower and median hourly pay is 18.97% lower than men's. The figures indicate that, on average, women occupy proportionally fewer higher-paid roles within the organization, which influences both the mean and median figures. These aggregate figures do not, on their own, establish the reasons for the difference or determine compliance with equal pay obligations.

² There are only one woman and two male part-time employees. Because of data confidentiality reasons, their gender pay gap is not shown.

Our mean pay gap is 28.45%, and our median pay gap reduced from 27.74% last year, to 18.97% in 2026.

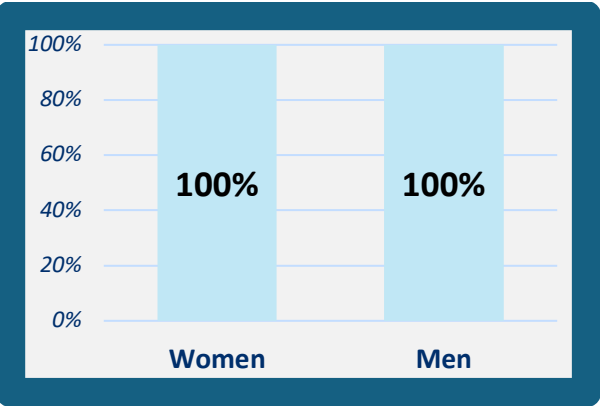
Gender Bonus Gap Results

	Mean	Median
All Employees	67.51%	62.01%
Part-time Employees ³	N/A	N/A

The chart shows the mean and median bonus payments for women compared with men. Percentages indicate how much lower the average or midpoint bonus is for women than men.

For all employees, women’s mean bonus pay is 54.47% lower and median bonus pay is 44.68% lower than men’s. These aggregate measures do not, on their own, establish the reasons for the difference or determine compliance with equal pay obligations. This gap reflects the fact that higher bonus payments are concentrated among senior roles, which presently are held by more men than women.

Proportion of Women and Men Employees Receiving Bonus Pay

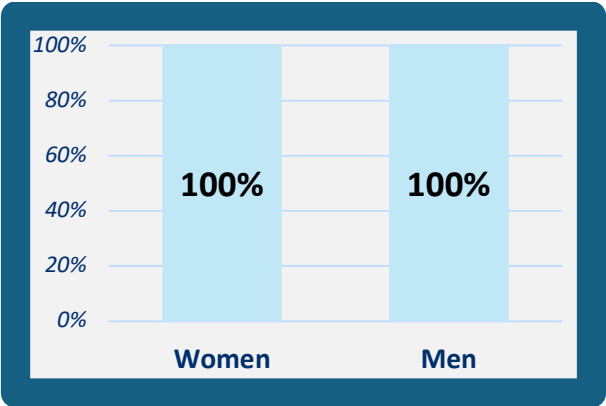


All Akamai Ireland employees are eligible to participate in a discretionary bonus program. This chart shows the percentage of women and men at Akamai Ireland in the reporting population who received a bonus during the reporting period.

For all employees, 100% of women and men received a bonus during the reporting period. This demonstrates equal bonus participation rates for both women and men across the organization.

³ There are only one woman and two male part-time employees. Because of data confidentiality reasons, their bonus gap is not shown.

Proportion of Women and Men Employees Receiving Benefits in Kind



This chart shows the percentage of women and men who received benefits in kind - such as health insurance, allowances, or other non-cash benefits - during the reporting period.

Beyond universal eligibility, these figures demonstrate balanced adoption across genders, with 100% of women and 100% of men actively utilizing company benefits.

Gender Distribution by Pay Quartiles

Gender	Q1	Q2	Q3	Q4
Female	33.33%	13.33%	0%	0%
Male	66.67%	86.67%	100%	100%

This chart divides all employees into four equal pay bands, or quartiles, based on hourly pay. It shows the proportion of women and men in each quartile, helping to illustrate how genders are represented across different pay levels within Akamai Ireland.

There is no female representation in the third and the fourth pay quartiles, which contributes to the overall gender pay and bonus gaps. This pattern reflects the current gender distribution within the roles based in Ireland, rather than differences in pay for comparable work. The absence of women in these higher-level roles⁴ highlights broader structural factors, such as the underrepresentation of women in STEM and senior positions. Akamai Ireland remains committed to addressing these challenges and supporting greater gender diversity across all levels of the organization.

⁴ A *performance bonus* is a payment linked to an employee's participation in a discretionary individual and/or company performance bonus scheme, usually assessed at the end of a performance cycle. An *incentive bonus* is a discretionary payment designed to encourage specific behaviors or achievements, often tied to short-term goals or projects. A *commission* is a variable payment directly based on sales or measurable business results, typically expressed as a percentage of the revenue or profit generated by the employee.

Actions and Next Steps

At Akamai Ireland, we are targeting the following initiatives in 2027:

Recruitment and Promotion Initiatives

At Akamai Ireland, we are actively refining our local recruitment and promotion strategies to further foster gender equity in 2026. We are placing a strong emphasis on ensuring all Ireland-based job titles and descriptions remain strictly gender-neutral and free of bias. Furthermore, we are rolling out enhanced guidance and training specifically for our local managers to support non-discriminatory hiring and career advancement decisions. To build a dynamic future talent pipeline within the Irish market, we are also deepening our investments and partnerships with local community STEM initiatives.

Akamai Ireland may review local recruitment and promotion practices, including job-description wording and manager guidance, with a view to supporting non-discriminatory processes. Any training, recruitment outreach or community STEM activity remains subject to internal approval, local needs and applicable law.

mentoring or leadership-development opportunities, subject to programme availability and applicable eligibility criteria. Other learning resources like Oracle, LinkedIn Learning, Pluralsight alongside our development GROW curriculum are available to support career progression.

Health & Safety

Akamai Ireland will reinforce its commitment to a safe and inclusive workplace by strengthening training programs on bias prevention and psychological safety. We will continue monitoring program utilization rates and employee feedback, and ensure employees have easy access to confidential support tools such as Lyra and our Mental Health First Aiders.

The company will continue offering flexible health, financial, family, and work-life benefits tailored to individual employee needs. While regional offerings vary, programs typically include Wellness Days, a Wellness Allowance, expert-led classes and challenges, and comprehensive support and digital resources, among others.

Training and Development

Existing development initiatives, including AccelHERate, may provide learning, networking,

Flexible Working Practices

Akamai Ireland will continue to review and enhance its family-friendly and flexible working

policies for workforce planning. Employee feedback on work-life balance, parental leave, and flexible work arrangements may inform ordinary policy reviews.

Akamai Ireland will also continue promoting the FlexBase program and Wellness Days (i.e. company shutdown days over and above normal annual leave entitlements).

Diversity & Equality Networks

Akamai has eight employee resource groups (ERGs) that organize events and other activities. An Ireland-focused event or challenge may be considered in 2026, subject to local interest, internal approval and available resources.

The Women's Forum ERG is an employee network that may provide information, events and peer support.

Data-Driven Insights

Akamai Ireland will continue to leverage data insights in internal reviews, including employee feedback and other listening methods. In 2026, we plan to expand our use of analytics to monitor compensation trends at both global and regional levels.

These insights will help inform future compensation reviews and ensure alignment between Akamai's pay practices and regulatory expectations under the EU Pay Transparency Directive. This report does not describe or commit to a particular analytics programme. Any future data use remains subject to applicable employment, data protection and reporting requirements.