

CLOUDERA

Our Gender Pay Gap Report

2024-2025



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Overview

Reporting Gender Pay Gaps

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.

The Gender Pay Gap Information Act of 2021 requires organisations in Ireland with 50 or more team members to report on their unjustified gender pay and participation gaps. As part of the Act, we will report on a range of metrics identifying the extent of the pay gap between what male team members earn as a group and what female team members earn as a group.

Mean Gender Pay Gap:

The variance between the mean hourly rate of pay of male team members and that of female team members.

Median Gender Pay Gap:

The variance between the median hourly rate of pay of male and female team members.

Mean Bonus Pay Gap:

The variance between the mean total bonus paid to male and female team members.

Median Bonus Pay Gap:

The variance between the median bonus pay paid to male and female team members.

Team Member Quartiles:

Based on hourly pay, the employee population is divided into four equal segments, showcasing bottom, lower-middle, upper-middle and top quartile pay positions.

Benefits in Kind Proportions:

The proportions of male and female team members who received a benefit in kind (BIK).

Bonus Proportions:

The proportions of male and female team members who were paid bonus pay during the reporting period.

Snapshot date:

The 12-month period preceding the snapshot date is the relevant period we are reporting on. Our Ireland Gender Pay Gap Report is based on a snapshot date of the 30 June 2025.



Gender Pay Gap

Results per Metric

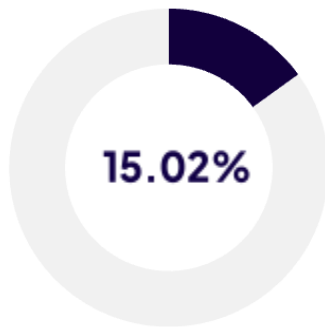
Employee Count:

236 Team Members

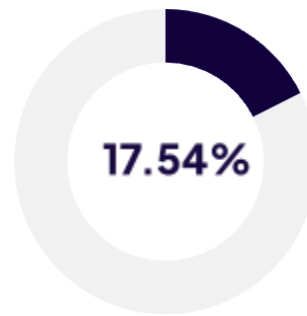
- 50% Female
- 50% Male

Pay Gap:

Mean

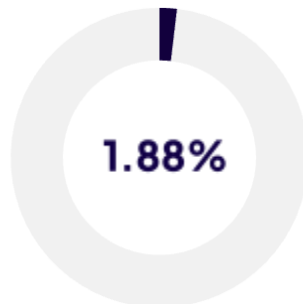


Median



Temporary Employees:

Mean

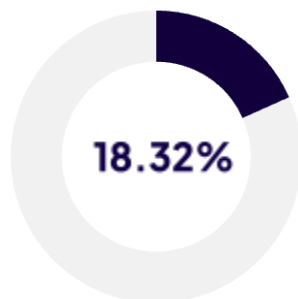


Median

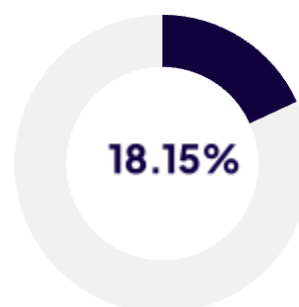


Bonus Gap:

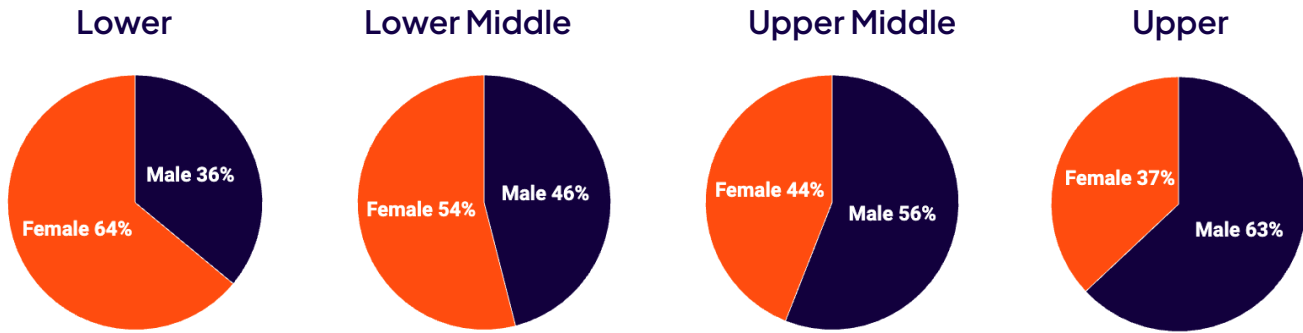
Mean



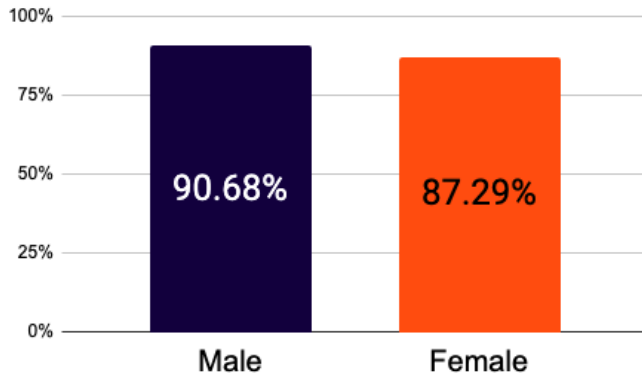
Median



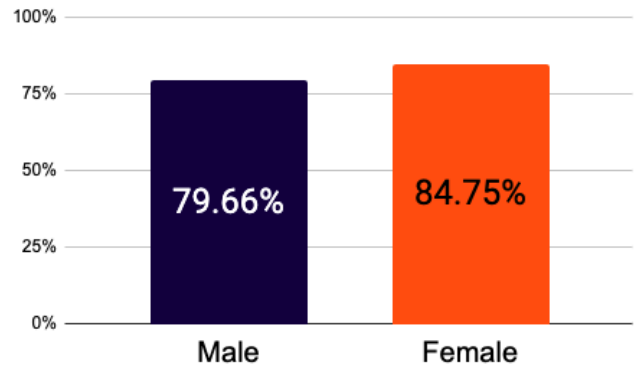
Population by Quartile:



Participation Gaps: Received Bonus



Received Benefits-in-Kind



Our Findings

Pay

Our 2025 overall mean pay gap was 15.02%. The 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.

As we see from our quartile distribution, our male team members are more prominent in our upper quartiles, while our female team members are more present in our lower and lower middle quartiles, indicative of a representation gap in favour of men occupying more in higher-paid job functions and levels.

Bonus

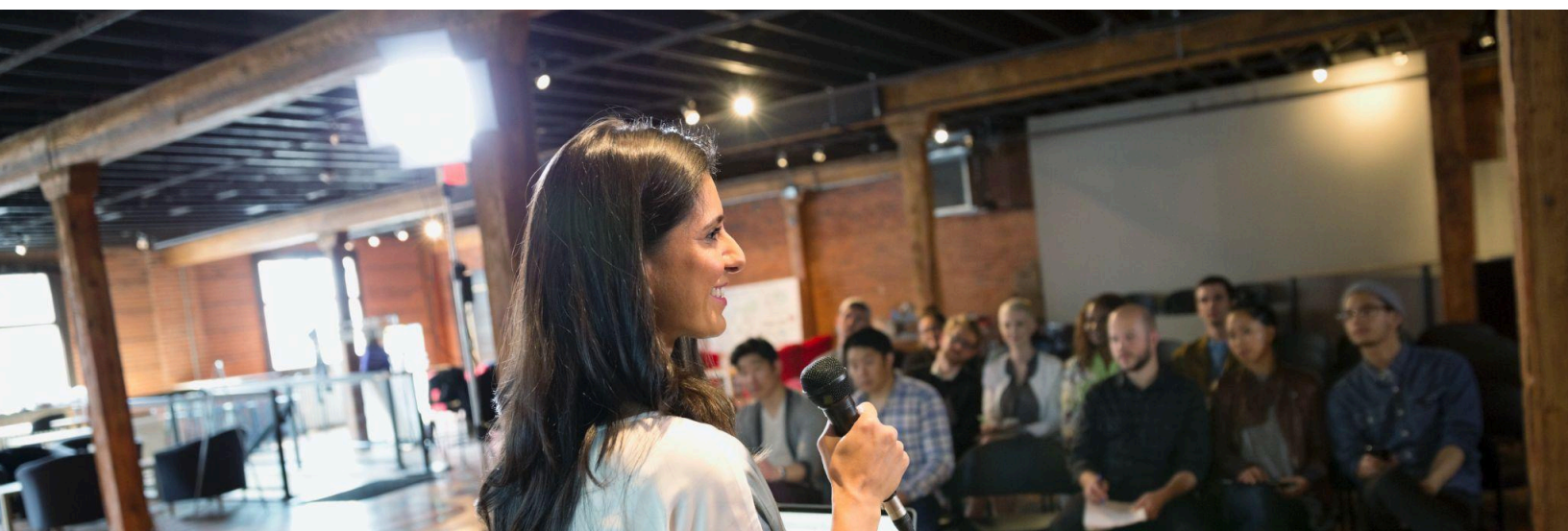
With a Bonus Gap of 18.32%, similarly this is an unadjusted reflection of bonus earnings, not factoring any elements like role type or varying bonus structures across our business. We see that men and women are similarly placed when receiving bonus, although less women (87.29%) receive bonus than our male population (90.68%).

Quartiles

When examining the gender split across our quartiles, we can see an evident pattern where men are represented more in our upper middle (56%) and upper quartiles (63%) than women, similarly women have more representation in our lower (64%) to lower middle (54%).

Benefits in Kind

When assessing benefit in kind (BIK) options, we see that more women receive BIK benefits. BIK benefits like our Healthcare Benefit are available to all team members in Ireland. Team members are not automatically opted into our healthcare benefit, this figure is a reflection of the team members who have signed up to the available benefit.



Conclusion

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.

Cloudera is committed to maintaining a Fair Pay Workplace and gender pay parity. Through our ongoing initiatives such as sponsorship programs, structured career growth pathways and numerous employee resource groups, we support the growth and representation for all employees.

Recognised as a Great Place to Work for Women in Ireland for the last four consecutive years, Cloudera remains focused on transparent, actionable practices to ensure equal opportunities across the organisation.

