

Public Report

Amdocs [ASSL, Openet] LTD.

Ireland Gender Pay Gap Report 2025



We are sharing this report in alignment with the requirements set by the Government of Ireland.

More than a regulatory obligation, this report represents our values in action – and our continued drive to lead positive change and create a positive social footprint, both within Amdocs and across the wider tech industry and the communities in which we live and work – you can read more about our commitment and actions in our 2024/25 [ESG and Corporate Social Responsibility Report](#).

In this report, we present the data reported for our entities ASSL and Openet¹, in accordance with the methodology outlined by the Irish government.

The government's methodology is based on the average earnings of all employees, without adjusting for differences in role, seniority, or experience. The gaps shown in the below report reflect differences in representation rather than direct pay inequities.

We remain deeply committed to reviewing and measuring equal pay across genders worldwide, taking into account factors such as location, role, seniority level, and business unit. We also leverage innovative tools developed specifically for this purpose, supporting our commitment to being an equal opportunity employer with fair and equitable pay practices.

Our Statistics

The following section presents a clear breakdown per the government requirements of our reportable gender pay metrics within our Ireland operations. We used a snapshot date of 30 June 2025 in both ASSL and Openet.

¹ Amdocs Software Systems Limited (hereinafter referred to as 'ASSL'), and Openet Telecom Limited (hereinafter referred to as 'Openet').

ASSL²

Representation: 20% women
Mean Gender Pay Gap: 33.8%
Median Gender Pay Gap: 30.7%
Mean Gender Pay Gap Hourly: 28.2%
Median Gender Pay Gap Hourly: 24.1%
Mean bonus gap: 62.6%
Median bonus gap: 66.2%
Mean gender pay gap (temporary employees only): 65%
Median gender pay gap (temporary employees only): 50%
Proportion of men receiving a bonus: 90%
Proportion of women receiving a bonus: 76%
Proportion of men receiving BIK: 97%
Proportion of women receiving BIK: 94%
Lower quartile (percentage women): 33%
Lower-mid quartile (percentage women): 33%
Upper-mid quartile (percentage women): 0%
Upper quartile (percentage women): 14%

Openet³

Representation: 18% women
Mean Gender Pay Gap: 34.1%
Median Gender Pay Gap: 37.6%
Mean Gender Pay Gap Hourly: 24.1%
Median Gender Pay Gap Hourly: 29.8%
Mean bonus gap: 67.7%
Median bonus gap: 91.3%
Mean gender pay gap (temporary employees only): NA
Median gender pay gap (temporary employees only): NA
Proportion of men receiving a bonus: 94%
Proportion of women receiving a bonus: 85%
Proportion of men receiving BIK: 21%
Proportion of women receiving BIK: 93%
Lower quartile (percentage women): 36%
Lower-mid quartile (percentage women): 17%
Upper-mid quartile (percentage women): 8%
Upper quartile (percentage women): 14%

² Employers must also report mean and median pay gaps for part time employees only. To do this, there must be at least one man and one woman working part time on the snapshot date. As we did not have at least one man and one woman working part time on a snapshot date, we cannot calculate and report these statistics.

³ See 2. Openet also did not have at least one man and one woman working on a temporary arrangement on the snapshot date and so cannot report either part time pay gaps or temporary pay gaps.

What is causing the gaps in ASSL and Openet

Like many companies in the tech sector, men continue to be overrepresented in senior technical and leadership roles. Openet, which joined Amdocs through an acquisition, has also reflected this trend, with historically low female representation. We are actively working to improve gender representation through focused efforts in hiring, promotion, and retention.

The measures we are taking to reduce our gaps

We recognize that, like many in the tech sector, we must continue to put in focus the way we attract, retain and promote women in order to build a more gender-diverse workforce and reduce our pay gaps.

We continue to invest in initiatives that promote pay equity and balanced gender representation. These include leadership development programs for women, inclusive hiring policies, and manager training on equitable compensation practices. We remain focused on measurable progress, and regularly share updates with our teams worldwide.

We are taking a number of measures in these areas to tackle gender gap in Ireland.

Recruitment

- We are building change through a range of targeted initiatives and programs – such as SHAKTI, INSPIRE, and our global DEI framework - which aim to expand the pipeline of women in leadership and technical roles globally [Read more about these in our [ESG Report](#)].
- We continue to explore and implement inclusive hiring practices across our business units. This includes advertising senior roles as being flexible by default and ensuring all job postings use gender neutral language.

Retention

- We actively support women returning from career breaks through flexible working arrangements, personalized re-onboarding, and mentoring support from senior leaders.
- We regularly engage our workforce through DEI-focused listening sessions, surveys, and Employee Resource Groups (ERGs)- which we call ENGs, where “N” refers to network. These platforms provide critical insights into employee experiences and help us shape our evolving strategy to foster inclusion and belonging.

Promotion and progression

We are committed to embedding fairness into our promotion and progression processes. Our career development frameworks are being reviewed to ensure clarity and accessibility for all employees, with an emphasis on removing hidden barriers. Our approach incorporates Compensation and Benefits tools across our Salary Review,

Annual Incentive Plan, and progression processes, supporting the establishment of a sustainable and diverse leadership pipeline

We are committed to reducing gender gaps while understanding that meaningful progress requires sustained, long-term investment and effort. Given the relatively small number of women, we anticipate that our reported gaps may fluctuate in the short-term (a small change in representation could significantly impact average figures). This is why our focus is on long-term, sustainable, and meaningful improvements to our gaps.

Our focus remains on driving positive long-term trends. We have clear visibility into the underlying drivers and have implemented targeted actions to address them. These measures are regularly reviewed to ensure their continued effectiveness.