

# Gong Gender Pay Gap Report 2025

At **Gong**, transparency and equity are central to how we grow. In 2025 in Ireland, our **mean hourly pay gap was just 0.2%**, showing near parity across our teams. We continue to focus on balanced representation in senior and technical roles and remain committed to building a workplace.

## Creating Opportunity Through Transparency

At **Gong**, we believe that progress begins with transparency. Each year, we publish our gender pay gap data in line with the *Irish Gender Pay Gap Information Act 2021*. This report reflects how we’re tracking toward pay equity and balanced representation across our organization.

Gender pay gap reporting shows the difference in average earnings between men and women across all roles. It is distinct from *equal pay for equal work*, which remains a core legal and ethical commitment at Gong.

Gong's compensation, performance ratings, and promotion are based on what employees do, not who they are. When we calculate employee pay, we consider variables such as the market rate for their job, their level within the company, their location, and their performance rating.

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## Our 2025 Results

Metric	Pay Gap
Mean Hourly Pay	0.2%
Median Hourly Pay	10.0%
Mean Bonus Pay	-23.0%
Median Bonus Pay	-24.0%

Our **mean hourly pay gap of 0.2%** reflects near parity across the company. The **median hourly gap of 10%** shows that more men currently hold roles that have a higher base to bonus mix compared to females. While the mean reflects overall parity, the median figure indicates structural differences in representation in roles with higher base pay to bonus mix.

Bonus pay is influenced by role, level and eligibility, with a **mean bonus gap of -23.0%**. This year, women’s median and mean bonus pay is higher than men’s, reflecting a higher representation of women in eligible roles, particularly in sales with total compensation weighted greater on the bonus.

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**Equal Access to Rewards**

Category	Men	Women
Receiving a Bonus	99.16%	99.16%
Receiving Benefit in Kind	100%	100%

Participation in bonuses and benefits is balanced across genders, ensuring equal access to total compensation programs.

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**Representation Across Pay Quartiles**

Quartile	Men	Women
Upper Quartile	68.2%	31.8%
Upper Middle Quartile	61.4%	38.6%
Lower Middle Quartile	50.0%	50.0%
Lower Quartile	50.0%	50.0%

Gender representation at Gong is evenly balanced across the lower and middle quartiles. In the upper quartile, where more senior and technical roles sit, we see a higher proportion of men, a key area of focus for ongoing improvement. Our continued efforts in balanced hiring and equitable progression are designed to narrow this gap over time.

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**Our Focus Areas**

We know that lasting change requires consistent action. Our initiatives include:

- **Balanced hiring:** Continuing to strengthen gender diversity in senior and technical positions.
- **Career development:** Expanding mentorship, sponsorship, and leadership pathways for women.
- **Equitable progression:** Regular reviews of promotion, pay, and reward practices to ensure fairness.
- **Inclusive culture:** Building an environment where everyone can contribute and advance equally.

We will continue to measure our progress, hold ourselves accountable, and share results transparently each year. Our DEI team provides training and workshops that focus on creating inclusive environments, supporting cultural competence, driving organizational change, and improving performance and innovation. Our Employee Resource Groups (ERGs) support underrepresented communities, fostering inclusion, professional growth, and connection. They also contribute to recruitment, retention, and cultural insight across Gong

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## Statement

We confirm that the information in this report is accurate and in accordance with the *Gender Pay Gap Information Act 2021*.