Asiera

Advancing Services for Irish Education, Research & Academia



Asiera

GENDER PAY GAP REPORT

NOVEMBER 2026

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FOREWORD

At the close of 2025, HEAnet and its subsidiary, EduCampus Services, merged to form Asiera Technology Services. While this marked a significant and exciting evolution in our shared journey, our commitment to cultivating a workplace that is equitable, diverse, and inclusive has remained constant. Over the period since HEAnet's first Gender Pay Gap Report, we continued to take a pro-active and holistic approach to gender equality matters through our Gender Equality Plan [1] activity. Within the Strategy 2026 – 2030 [2], we identify People and Culture as one of six key focus areas, restating our commitment to fostering a culture of inclusivity at all levels of Asiera.

> *"We aim to foster a workplace culture where diverse perspectives are not only valued but actively sought, leading to innovative solutions and inclusive decision-making processes at all levels of the organisation"*

I am pleased to note that this commitment is reflected in our achievement of Investors in Diversity Silver Accreditation from the Irish Centre for Diversity, recognising the progress we have made in embedding inclusive practices across our organisation. This accreditation reflects the dedication of our employees and leadership team to creating a workplace culture that values diversity and promotes belonging.

As we reflect on the findings of our second gender pay gap reporting period, we are broadening and deepening our understanding of both the internal and external factors shaping our gender pay gap. Through our Gender Equality Plan activity, we have made strides in identifying and addressing gender equality challenges internally and in cultivating strategic partnerships that aim to move the dial on gender equality matters more broadly.

We remain committed to the promotion and advancement of our gender equality efforts and ensuring ways of working that align with our core values: Collaboration, Equality & Fairness, Positive Impact, Future Focused and Excellence.

I look forward to further advancing our efforts in gender equality into 2027 and extend my sincere thanks to all our colleagues who contribute to this objective.



Ronan Byrne,

CEO



1 HEAnet Group Gender Equality Plan: https:// www.heanet.ie/reports/group-gender-equality-plan

2 Asiera Strategy 2026 – 2030: https://www.asiera.ie/strategy-values/

ABOUT ASIERA

Asiera (formerly known as HEAnet and EduCampus) have been supporting Ireland's academic and research community since 1983. As a leading provider of high-speed internet connectivity and ICT shared services for the education and research community in Ireland, Asiera delivers a robust digital infrastructure that underpins the teaching, learning, research, and administrative functions of schools, colleges, and universities across the country.

Every day, our national education and research network supports more than 1.3 million students and researchers and over 175,000 staff across Ireland's schools, ETBs, and higher education institutions – more than 1.5 million people in total. In addition, we provide business-critical management information systems to over 140,000 students and 20,000 staff across Ireland's universities, technological universities, institutes of technology, and colleges.

GENDER PAY GAP V'S PAY EQUITY

When we discuss gender pay gap, it is important that we differentiate it from pay equity. While both deal with the disparity in pay women receive in the workplace versus men, they are two different issues.

Gender Pay Gap measures the difference between the average earnings of all men versus all women in an organisation. It does not take into consideration the nature of the job, responsibilities, experience or other variables. A gender pay gap does not necessarily mean pay practices are inequitable.

Pay Equity is the concept of paying men and women equally for the same work, otherwise called 'equal pay for work of equal value'. It is not just about comparing the salaries of men and women with the same jobs, but it allows for legitimate factors such as seniority, experience and other variables.

The presence of a gender pay gap in an organisation may mean but does not automatically mean that employees of different genders are being paid unequally. As such, companies with equitable pay practices may still report a gender pay gap.

REPORTING PERIOD

Our second reporting period spans 1 July 2025 to 30 June 2026, with a snapshot date of 30 June 2026. This report has been published in advance of the reporting deadline of 30 November 2026 and will remain on our website for a period of 3 years, as required by the Gender Pay Gap Information Act 2021.

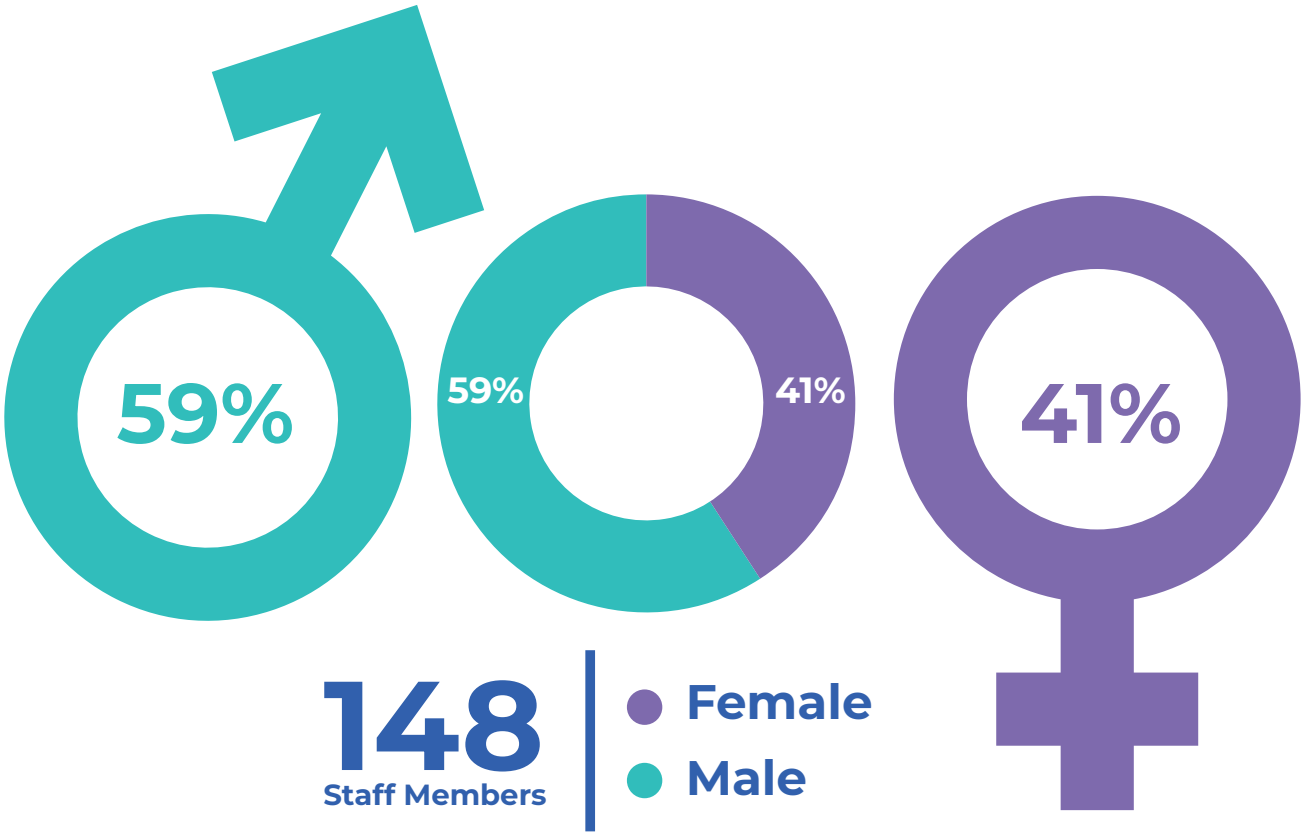
Please note that HEAnet and its subsidiary, EduCampus Services, merged on 31st December 2025 to form Asiera. This gender pay gap report consolidates data from both entities for the full reporting period and is reported as the Asiera Gender Pay Gap Report 2026.

OUR GENDER REPRESENTATION

As at the snapshot date, Asiera employed a total of 148 staff members, grouped by gender as follows:

Representation by Gender

	Female	Male	Total
Staff Number	60	88	148
Staff %	41%	59%	100%



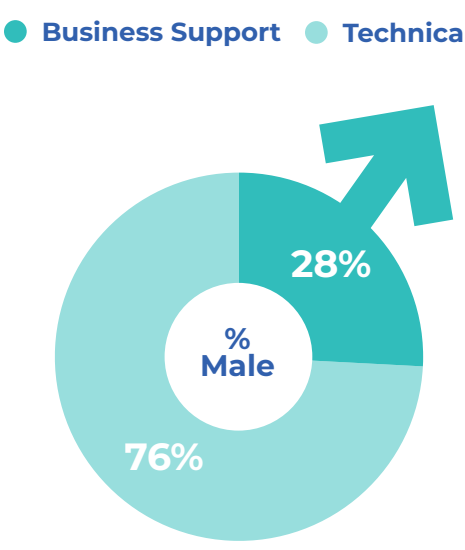
Representation by Level

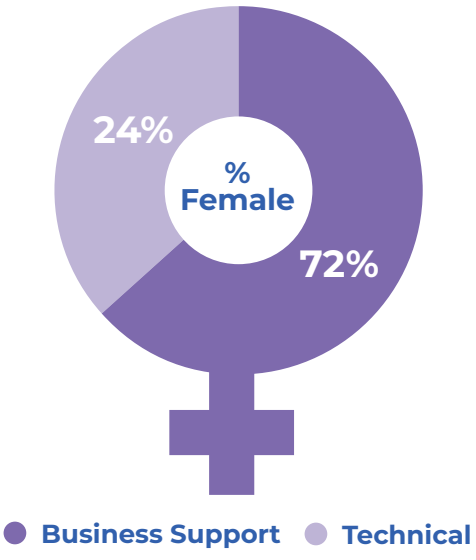
	Executive Management	People Managers	All Other Staff	Total	Executive Management %	People Managers %	All Other Staff %	Total
Female	6	11	43	60	4%	7%	29%	40%
Male	7	15	66	88	5%	10%	45%	60%
Grand Total	13	26	109	148	9%	17%	74%	100%

Representation by Category

	Business Support	Technical	Total	Business Support %	Technical %
Female	36	24	60	72%	24%
Male	14	74	88	28%	76%
Grand Total	50	98	148	100%	100%

Note: "Technical" includes roles such as those in Networking, Systems, Architecture, Technical Support and Programme/Project Management/Service Management. "Business Support" includes roles such as those in Executive Management, Finance, People Operations, PR & Marketing, Client Engagement, Research Engagement, Corporate Governance and Brokerage.





OUR GENDER PAY GAP PROFILE

The figures in this section show Asiera's mean and median pay gap, as at the snapshot date of 30 June 2026.

As the consolidated workforce data reflects Asiera's current profile, the results are not directly comparable with HEAnet's previous Gender Pay Gap report, however it provides valuable insights into our pay gap profile and comparisons can be drawn for a large proportion of the workforce.

When reviewing the data in this section, it should be noted that (1) any movement in representation and/or pay gap referred to is based on a comparison of Asiera data with previously reported HEAnet-only data and (2) Asiera does not operate a bonus scheme, and employees do not receive performance-related bonuses. To support transparency in our gender pay gap reporting, Asiera has included incidental incentives and rewards that are provided in connection with various culture, team building and company events under the "bonus" section of the report.

Metric	Gender Pay Gap	Definitions
Mean	4.9%	The difference between the average hourly pay of men and women
Median	-1.2%	The difference between the mid-point hourly pay of men and mid-point hourly pay of women
Mean – Part Time	-21.3%	Part-time employees being those working fewer weekly hours than a full time equivalent
Median – Part Time	-24.8%	
Mean – Temporary	-39.1%	Temporary employees being those working on a fixed term basis
Median – Temporary	-71.5%	
Mean - Bonus	8.5%	The difference between the average bonus pay between men and women
Median - Bonus	0%	The difference between the mid-point of bonus pay between men and women

Metric	Male	Female
Employees receiving a bonus/other incentive	93%	97%
Employees receiving benefit-in-kind	83%	77%

Note that the temporary mean and median results above are based on a small sample size, including temporary student placement roles.

Quartiles outline the proportion of men and women falling into four equal groups based on pay from highest to lowest.

Quartile	Male	Female
Upper	73%	27%
Upper Middle	46%	54%
Lower Middle	62%	38%
Lower	57%	43%

Analysis of the data over the four quartiles shows that men continue to outnumber women in the upper quartile.

Movement in female representation is observed in the upper middle quartile, where the proportion of women is now higher than men. This is informed by strong female representation within business support roles along with increased female representation in technical roles in this category.

The lower middle and lower quartiles are weighted heavily in favour of technical roles over business support roles, women remaining underrepresented in technical roles within these quartiles



INTERPRETATION OF THE GENDER PAY GAP

Merge of HEAnet and EduCampus

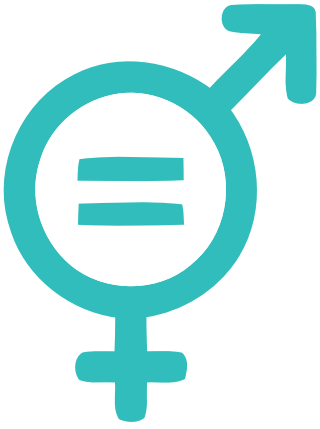
This reporting period is unique: it reflects the position of Asiera through the merger of HEAnet and EduCampus and establishes a new baseline for gender pay reporting within the company. As the consolidated workforce data reflects Asiera's current profile, the results are not directly comparable with HEAnet's previous Gender Pay Gap report, however it is clear that this consolidation has, in conjunction with broader movement in the wider business, increased female representation in the Upper and Upper Middle quartiles. This positively influences both the Mean and Median Gender Pay Gap outcomes when compared with HEAnet-only data from the previous reporting period.

Workforce and Pipeline Trends

The Women in Digital Index[3] provides information on gender equality in the ICT and digital sector across EU member states and notes that 22% of ICT specialists in Ireland are women and 23.9% of technical leadership roles in Ireland are held by women. Asiera's representation of women in technical roles, at 24%, remains reflective of broader labour market trends within Ireland's ICT sector, where women remain underrepresented in ICT education and subsequently in technical roles.

Talent Retention and Length of Service

High staff retention rates and associated length of service continues to influence the job and pay profile across levels at Asiera. Analysis of the data shows that employees within the Upper Quartile have, on average, 68% longer tenure than those in the Upper Middle Quartile. This is reflected in the pay profile of the company as colleagues with long service have progressed their careers within the company and developed into senior and leadership roles across both technical and business support functions.





3 Women in Digital Index: https://digital-skills-jobs.europa.eu/en/learning-space/resources/women-digital-index

DRIVING GENDER EQUALITY

Gender Equality Plan

As part of our ongoing commitment to fostering an inclusive environment across the organisation, we launched our Gender Equality Plan [4] in January 2025. Our Gender Equality Plan aims to enhance our efforts towards greater gender equality by supporting the implementation of processes and action plans designed to reduce gender inequalities, combat stereotypes, and enhance gender diversity in the workplace. Progress against our Gender Equality Plan objectives is reported [5] and published on our website on an annual basis.

Our Gender Equality Plan anchors all of our activity on gender equality matters within Asiera and provides a framework for activity that helps Asiera to play a part in moving the dial on gender equality more generally within our sector.

EDI Council & Accreditations

Under the leadership of our EDI Council, Asiera continues to foster an inclusive workplace culture that supports diversity, equity and belonging. This commitment was recognised through the achievement of Investors in Diversity Silver Accreditation, in August 2026, from the Irish Centre for Diversity.

Asiera successfully completed the latest KeepWell Mark 2024-2026, including the addition of Inclusion & Belonging pillar, for which Asiera received “Achievement” rating, reflecting the significant work undertaken in strengthening EDI governance structure and building collective awareness to support equity, diversity & inclusion objectives.

EU Pay Transparency Directive

As we prepare for the implementation of the EU Pay Transparency Directive in Ireland, Asiera continues to operate in line with its Equality & Fairness value by ensuring transparency and consistency of approach on pay and benefits related decisions. This includes having an articulated and accessible statement on pay philosophy and decision-making via our Pay & Benefits Policy, transparent pay range and pay band structures, annual benchmarking processes, and clarity for candidates on salary range for roles. All these measures increase support decision-making based on objective and gender-neutral criteria.



4 Gender Equality Plan: https://www.heanet.ie/wp-content/uploads/2025/01/HEAnet-Group-Gender-Equallity-Plan.pdf

5 Gender Equality Plan Update: https://www.heanet.ie/news/group-gender-equality-plan-update-2025

CONCLUSION

This reporting period establishes a new baseline for Asiera following the merger of HEAnet and EduCampus. We remain focused on the objectives of our Gender Equality Plan and committed to fostering a workplace that supports greater gender representation in all role types and levels, and we look forward to making steady progress against these objectives over the coming year.

Any queries in relation to the Asiera Gender Pay Gap Report can be emailed to peopleops@asiera.ie

Asiera Technology Services, trading as Asiera, is a registered charity (RCN: 20036270) and a company limited by guarantee not having a share capital, registered in Dublin, Ireland. Asiera's registered office is at 3rd Floor, One North Dock | 91-94 North Wall Quay | Dublin D01 V8Y6 | Ireland and registered company number 275301.



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