

Gender Pay Gap Report Year: 2025

Introduction

At Anduril Industries Ireland Limited (Klas), our compensation policy is built on the principle that individual excellence fuels our collective success regardless of gender. Our total rewards philosophy consists of base salary, equity in the company, various benefits, and variable or bonus pay for certain employees.

We are committed to consistently evaluating our compensation and total rewards, recognizing and rewarding those whose impact propels our organization forward. Our priority is to build a fair environment where all employees have the opportunity to grow and succeed based on the impact in their role.

The Gender Pay Gap Report 2025 reporting period is from 1 July 2024 to 30 Jun 2025 for Klas Limited. Shortly after the period ended, Klas was acquired by Anduril Industries Ireland (effective 16 July 2025). This report presents Klas' 2025 gender pay gap data and provides analysis and commentary around how we are addressing underlying factors contributing to any disparities.

We recognize that there is progress to be made and are committed to making improvements based on the insights learned from this reporting process.

Our results

Workforce Composition. As of 30 June 2025, our workforce consisted of the following:

- Total Employees: 106
- Male Employees: 77 (73%)
- Female Employees: 29 (27%)

Pay Quartiles

The pay quartiles represent the distribution of male and female employees across four equally sized pay bands:

Quartiles	Male (%)	Female (%)
Lower Quartile	56	44
Lower Middle Quartile	73	27
Upper Middle Quartile	77	23
Upper Quartile	85	15

Gender Pay Gap Metrics. The gender pay gap is calculated as the difference in average earnings between men and women, expressed as a percentage of men’s earnings.

Mean Hourly Rate

- Mean Hourly Gender Pay Gap: 28.9%
- Median Hourly Gender Pay Gap: 19.6 %

Quartiles	Mean Hourly Pay Gap	Median Hourly Pay Gap
Lower Quartile	-5%	-1.6%
Lower Middle Quartile	-2%	-6.0%
Upper Middle Quartile	0%	1.9%
Upper Quartile	25%	-12.3%
Total	28.9%	19.6%

Bonus

Proportion of Males and Females Receiving Bonus Pay: 89%

Percentage of total employees who received bonuses (Male Employees): 86%

Percentage of total employees who received bonuses (Female Employees): 79%

Mean Bonus Pay Gap: 28%

Median Bonus Pay Gap: 22.8%

Quartiles	Mean Bonus Pay Gap	Median Bonus Pay Gap
Lower Quartile	7%	5.4%
Lower Middle Quartile	-18%	-10.1%
Upper Middle Quartile	42%	28.1%
Upper Quartile	-22%	-24.0%
Total	28%	22.8%

Benefits-In-Kind (BIK)

Benefits-In-Kind (BIK) are non-cash benefits provided to employees. The proportion of males and females receiving BIK is as follows:

- Percentage of Male Employees Receiving BIK: 60%
- Percentage of Female Employees Receiving BIK: 55%

Analysis and Commentary. The mean hourly rate for male employees is higher than that for female employees, resulting in a mean gender pay gap of 28.9%, and the median bonus remuneration also shows a difference, with a gap of 22.8%.

Disparities can be attributed to a lower proportion of females in both senior roles and technical positions, which typically command higher pay and bonuses.

Understanding the Causes of the Gender Pay Gap. The gender pay gap reported for 2025 does not reflect unequal pay for equal work. Instead, it is influenced by several structural and societal factors that shape the distribution of men and women across different levels and functions within the wider labour market.

- Representation Across Roles and Levels - Women remain under-represented in senior and higher-paid technical roles across the technology sector, and this pattern is reflected within our own workforce. As a result, a larger proportion of men occupy positions with higher salary ranges which contributes to the overall gap.
- Industry Trends and Occupational Segregation - Like many organisations in software and engineering, our talent pipeline is influenced by broader industry trend.

- **Balancing Work and Caring Responsibilities** - Women are more likely than men to take on primary caring responsibilities, which can lead to career interruptions or reduced working hours. These patterns can slow earnings growth, impact bonus calculations and affect representation at senior levels over time.

Action to Address the Gender Pay Gap

Anduril Industries Ireland (Klas) has chosen 3 focus areas to address the gender pay gap.

1. Recruitment and Hiring Practices

- Review job descriptions to ensure they contain neutral language.
- Train managers in structured interview processes.
- Ensure diverse panel of interviewers for all roles, with structured debriefing.
- Ensure the communication of family and care giving leave policies at recruitment.

2. Support Career Progression

- Include calibrations and feedback within the performance review process to ensure objective decisions are made in relation to pay and promotions.

3. Review Pay and Reward Structure

- Conduct regular, data-driven pay audits to identify and address discrepancies.
- Ensure starting salaries are aligned with internal benchmarks to reflect merit at entry.

Conclusion

We are committed to addressing the gender pay gap and fostering a fair and performance-driven workplace.

For further inquiries about this report, please contact the People Team at People@anduril.com.