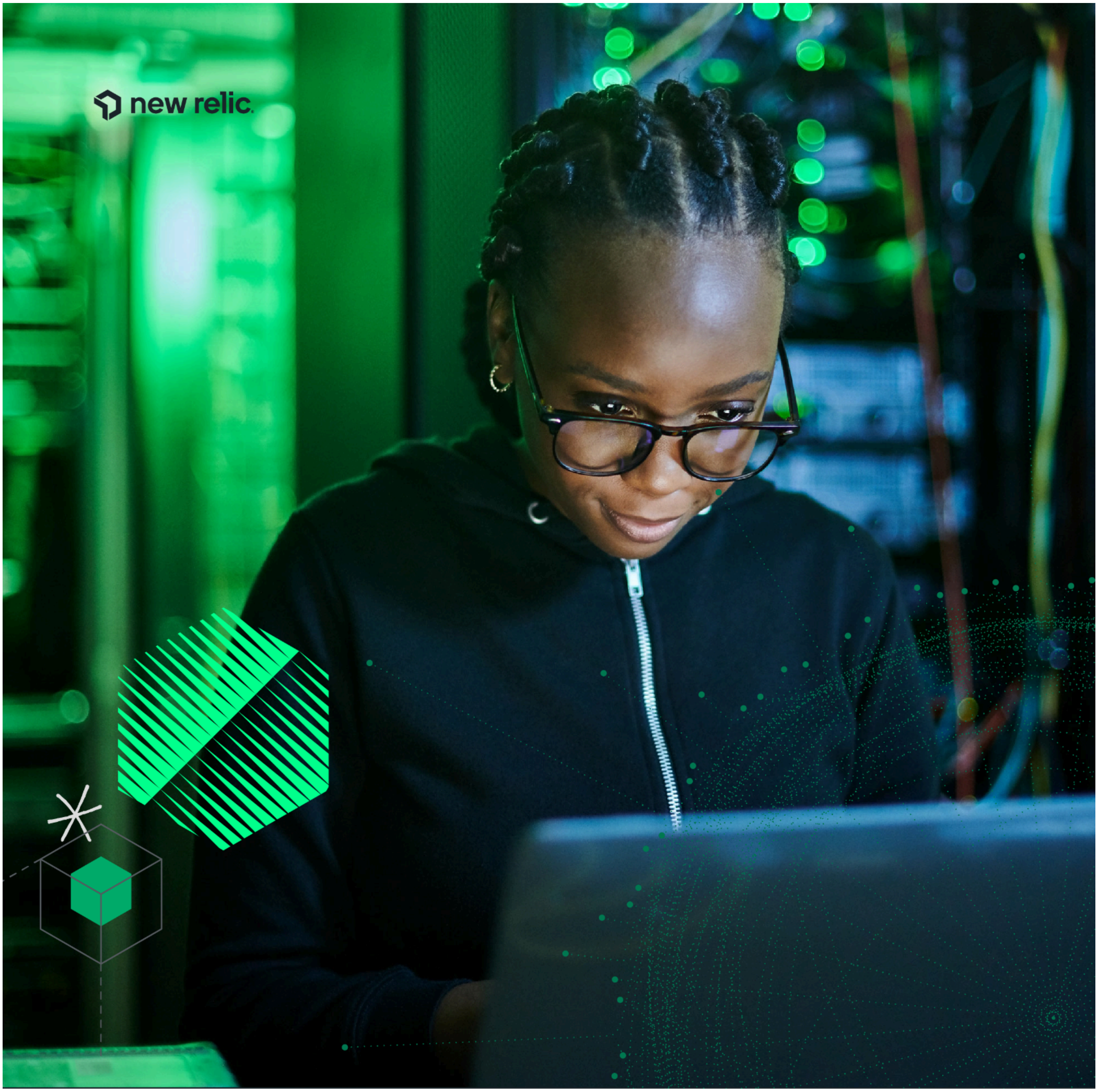

Ireland Gender Pay Gap Report 2025

Our Commitment to Disclosure and Progress

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At New Relic, we firmly believe that a diverse and equitably rewarded team is critical to our success. We are dedicated to fostering a culture of fairness and transparency, and a critical part of this commitment is analysing employee compensation to understand and reduce gaps across groups, including the gender pay gap. This gap, expressed in this report as a percentage of men's earnings, is a measure of the difference between men's and women's average earnings across an organisation or the labour market.

In line with our commitment and the requirements of the Gender Pay Gap Information Act 2021 and its associated Regulations, New Relic is publishing our Ireland Gender Pay Gap Report for 2025. This report is not just a statutory requirement; it is an important step chronicling our ongoing journey to build a truly equitable workplace.

Key Reporting Details

- **Reporting Period:** 1 July 2024 – 30 June 2025
- **Snapshot Date:** June 30, 2025
- **Publication Date:** November 30, 2025
- **Reporting Entity:** New Relic International Limited

Reporting note: The **gender pay gap** is not a measurement of equal pay for equal value work. New Relic prioritizes fair and competitive pay for its employees and devotes significant resources to ensuring we meet those goals. We analyze pay data and address compensation inequities on an annual basis to assess whether similarly experienced Relics are compensated fairly and equitably for performing the same or similar jobs. Learn more about our pay equity approach here.

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Our Findings

Hourly Gender Pay Gap

The hourly gender pay gap is a measure of the difference between the average hourly pay of all men and women across our entire workforce, regardless of their role or seniority. The data is expressed as a percentage of the hourly pay for male employees. It is an indicator of how gender representation is distributed across all levels of the workforce.

Mean Hourly Pay Gap	Median Hourly Pay Gap
6.8%	5.8%

These gaps are comparatively narrow, but show that work remains to be done to achieve a fully balanced distribution of gender across all roles. The gap appears to be driven in particular by the most senior and highly compensated levels as well as certain engineering roles where the market sets a higher pay rate. In comparison, the national pay gap is estimated to be 8.6% (and 12% across the EU).

Pay Quartile Distribution

This data illustrates the gender distribution across four equally-sized groups of employees, ordered from the highest hourly pay (Upper) to the lowest (Lower). The local employee population is approximately 63% men and 37% women.

Quartile	Men	Women
Upper (top 25% earners)	**66.7%**	**33.3%**
Upper-Middle	**71.4%**	**28.6%**
Lower-Middle	**47.6%**	**52.4%**
Lower (lowest 25% earners)	**71.4%**	**28.6%**

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The pay quartile distribution illustrates that a greater proportion of men currently occupy senior and highly compensated roles (Upper and Upper-Middle quartiles) as well as the lowest quartile. This remuneration gender distribution is consistent with the gender distribution of New Relic's employee population in Ireland.

Bonus Pay

We are pleased to report strong participation in our bonus and commission schemes. The figures below reflect the percentage of employees who received a bonus payment during the reporting period.

- **Percentage of women receiving a bonus:** 96.7%
- **Percentage of men receiving a bonus:** 87.7%
- **Mean bonus pay gap:** 24%
- **Median bonus pay gap:** 2.7%

The gender bonus pay gap data is expressed as a percentage of the bonus pay for male employees. For purposes of these figures, bonuses are monetary payments related to productivity, performance, incentive, or commission.

While women receive bonus pay at a higher rate than men, the bonus pay gap is driven in part by the incentives earned by senior leaders and the higher proportion of senior leaders who are men. Our workforce has high participation in the Company's go-to-market commission and incentive programs as well as the Company's cash bonus programme.

Benefits-in-Kind

In the snapshot period, 88% of our workforce received benefits-in-kind. Similarly, 88% of women and 88% of men received benefits-in-kind.

Part-Time and Temporary Employees

New Relic did not have part-time or temporary (including fixed-term) employees in Ireland as of June 30, 2025.

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Looking Ahead: Our Ongoing Commitment

The report data shows that our focus on reducing the pay gap must include initiatives to develop the representation of women at all levels of the organisation. Eliminating the gender pay gap is a continuous, dynamic process. Our commitment moves beyond simply reviewing the data; it drives real action:

- **Analysis and education:** We conduct regular, rigorous pay audits to ensure we are compensating similarly-experienced employees at the same level for the same or similar work, regardless of gender.
    - We analyse demographic, promotion, and compensation trends throughout the year, not only at the statutory reporting points
    - We share insights with senior leadership to ensure ongoing accountability for representation, pay equity, and talent movement goals
- **Career development and work-life support:** We continue to implement and expand progressive initiatives to support career development and progression for women, building a strong talent pipeline for women into leadership and higher paying technical positions.
    - We conduct leadership-readiness and skills-building workshops to increase representation of women in upper and upper-middle quartiles
    - New Relic promotes awareness and uptake of family and caregiver support resources, ensuring all employees feel encouraged to access these benefits
    - We continue to provide flexible working arrangements that support work-life balance, removing barriers that disproportionately affect women
- **Reporting:** We commit to transparency and will use the insights from this report to inform our DE&I goals and drive systemic change across our entire organization.

We are proud of the steps we have taken to date and remain fully committed to action and to building an inclusive and equitable future at New Relic.

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Methodology Notes

- Ordinary Pay includes base pay, allowances, commissions, and bonuses actually paid:
    - normal salary paid to the employee
    - Allowances (n/a)
    - pay for piecework (n/a)
    - shift premium pay
    - pay for sick leave
    - any salary top-ups for statutory leaves (e.g., maternity, paternity, parent's, or adoptive leave)
    - pay for garden leave

- Hours Worked are annualized (2,080 for full-time employees) and prorated by days employed in the period.
- Figures are unadjusted and represent the statutory comparison between all men and all women in the workforce as of the snapshot date, as required by law.

For more information, please contact *PR@newrelic.com* (New Relic employees should contact *askpeopleops@newrelic.com*).

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New Relic is the leader in full-stack observability and helping engineers plan, build, deploy, and run great software. Only New Relic has a unified data platform for all telemetry data—metrics, events, logs and traces—paired with analysis tools to find solutions fast. Based in San Francisco, California, develops cloud-based software to help website and application owners track the performances of their services.

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