



**infor**

# Infor Gender Pay Gap Report

Infor is a multinational technology company. In general men are well represented in the technology sector, which means there are fewer women in all levels of the organisation. We recognise the importance of diversity of thought, and increasing gender parity to reflect our markets, customers, partners, and communities we serve in, now and in the future.

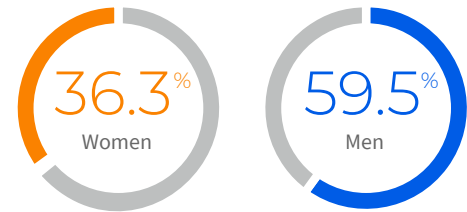
In line with our MBM philosophy, we expect all employees to act with honesty, integrity and respect, and will look for opportunities to personally develop and grow in their role. Consistent with these principles, we recognise and treat employees with fairness, impartiality, awareness, and sensitivity. We grant equal opportunity in all aspects of employment to all persons.

## Gender pay & bonus gap

Difference between men & women	Mean average	Median average
<b>Gender pay gap</b>	<b>41.3%</b>	<b>45.8%</b>
<b>Gender bonus gap</b>	<b>48.5%</b>	<b>60.7%</b>

Our Inclusion and Community strategy includes a component focused on supporting women in their career aspirations and preparing them for leadership roles. Launched in 2014, our Women's Infor Network continues to foster the professional development of our female employees through networking, coaching, and sponsorship, including a partnership with Landt to provide self-directed development resources. As a result of these initiatives, we have seen an increase in our female population across all levels of the organisation; in particular, 25% of our executives (Vice President and above) are females, up from 20% in 2019.

## Proportion of employees receiving a 2020 Bonus



## Gender split by hourly pay quartiles

