

# Asana Software Ireland Ltd Gender Pay Gap Report 2025

**Snapshot Date:** 30 June 2025

**Publication Date:** 30 November 2025

**Reporting Period:** 30 June 2024 - 30 June 2025

**Total Employees:** 126

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## 1. Executive Summary

Welcome to our 2025 gender pay gap report. This reporting helps to illustrate the representation of women across Asana in Ireland, and in particular whether there are more men than women in senior roles, where remuneration is higher.

The report highlights where we are making advances and also areas where we continue to work to achieve further progress.

Our 2025 gender pay gap analysis shows a mean hourly pay gap of 19.15% and a median gap of 9.54%. However, we found that once we adjusted for other variables, such as Job Level, the influence of gender is less significant.

We also found that the gender representation across pay quartiles are relatively equal in the lower, lower-middle, and upper-middle quartiles.

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## 2. Introduction and Context

In compliance with the Gender Pay Gap Information Act 2021, Asana reports on our gender pay gap for the year ending 30/06/2025. This report outlines differences in average pay between women and men across our workforce and details our analysis and actions we are taking to close these gaps.

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## 3. Methodology

- The snapshot date used was from 30/06/2024 to 30/06/2025
- All employees included are full time regular employees and 1 male full time fixed term employee.

The data in this report covers all employees on our payroll as of 30/06/25. On the snapshot date, the organisation had 125 permanent full-time employees and 1 fixed term employee. Of this number, 13 were on leave of various kinds:

- 1 was on paid sick leave
- 4 were on Asana parental leave
- 3 were on sabbatical leave
- 1 was on unpaid leave
- 2 were on statutory maternity leave
- 2 were on statutory parental leave

Calculations follow the methodology set out in the Gender Pay Gap Information Act 2021. Hourly pay includes ordinary pay, allowances, bonuses, and benefits-in-kind, divided by total hours worked. As per Asana contract the employees in Ireland are hired to work 40 hours per week considering the metrics from the Gender Pay Gap Information Act 2021 we have 40 hours x 52.1429 = 2,086 rounded average hours worked during the snap shot period.

## 4. Pay and Bonus Data

### Hourly Pay Gaps

Measure	Male	Female	Gap (%)
Mean hourly pay	€65.84	€53.23	19.15%
Median hourly pay	€51.57	€46.65	9.54%

### Bonus Pay Gaps

Measure	Male	Female	Gap (%)
Mean bonus pay	€42,963.10	€40,557.86	5.60%
Median bonus pay	€29,585.55	€26,621.11	10.02%

### Proportion of Employees Receiving Bonus Pay

Gender	% Receiving Bonus
Male	49%
Female	59%

### Proportion of Employees Receiving Benefits-in-Kind

**Gender      % Receiving Benefits-in-Kind**

Male      96%

Female    97%

## 5. Gender Representation Across Pay Quartiles

Pay Quartile	% Male	% Female
Lower Quartile	53.13%	46.88%
Lower-Middle Quartile	46.88%	53.13%
Upper-Middle Quartile	51.61%	48.39%
Upper Quartile	64.52%	35.48%

## 6. Analysis and Interpretation

- Initial data suggested females were less likely to appear in the upper pay quartiles, though this variance was not statistically definitive on its own.
- The gap is not driven by females being paid less than males at the same level. Rather, it is driven by the fact that a higher volume of male employees currently occupy the specific Job Levels that dictate entry into the upper pay quartiles. Specifically, for every single step increase in Job Level, the likelihood of an employee falling into the upper pay quartiles increases by a factor of **3.3 times**.
- When adjusting for **Job Level**, the statistical influence of gender drops further and remains insignificant. Our focus, therefore, remains on the progression of female talent into these senior levels to close the gap over time.

## 7. Actions to Address the Gender Pay Gap

### Actions to Address the Gender Pay Gap

- **Sponsorship and Mentorship Programs:**
  - **Sponsorship:** Catalyst is a sponsorship program designed to develop Asana's emerging talent (sponsees) through partnership with high-performing leaders (sponsors). Sponsors support sponsees' career growth by working with them to understand their career goals, advocating for them, and increasing their exposure at Asana. Catalyst empowers participants to grow their careers by strengthening their leadership identity, expanding

their influence and impact, enhancing communication skills, and fostering peer-mentorship opportunities across the organization. We have 54 participants globally.

- **Mentorship:** Asana's mentorship program pilot pairs mentees with mentors to promote the accelerated, intentional, and supported career growth of Asanas. We believe growth is better together. The Asana Mentorship Program Pilot is here to spark powerful career conversations, fuel intentional growth, and deepen the connections that make Asana's culture thrive. We have 110 participants globally.
- **Supportive holiday and Parental-Leave Policies:**
  - Asana offers 25 paid days of holiday per year, plus all bank and public holidays, to employees in Ireland.
  - Employees may take up to 15 continuous business days off with pay in the event of the death of a spouse, domestic partner, parent, child, stepchild, or sibling.
  - Paid parental leave: Employees qualify for up to 26 weeks at full pay (including Asana discretionary compensation top up of social insurance benefit, if applicable)
    - Maternity leave: Fully paid for 26 weeks.
    - Paternity leave: Fully paid for 16 weeks.
- **Annual Pay Equity Analysis:**
  - We also run a pay equity audit after managers submit compensation planning for their teams and before the annual compensation cycle has concluded. This is carried out in partnership with a third-party firm. The audit controls for legitimate factors that affect compensation, such as scope/type of work someone carries out, and the general level of work experience they bring.
    - After applying these controls, we look for any systematic correlations between compensation outcomes and non-legitimate factors, like gender and ethnicity.
    - If we find any differences that cannot be explained by legitimate factors, we make remediations before closing out the compensation cycle.
- **Preventing Harassment and Discrimination & Bias Awareness:**
  - All employees are assigned training that covers:
    - A training rich with learner questions to identify subtle (and overt) situations of harassment and discrimination in the workplace and recognize where they can overlap.
    - Scenario-driven examples of what harassment can look like and the ways it can negatively affect individuals, teams, and companies.
    - An explainer on how and when to report and who to report to, alongside actionable tips for intervening on behalf of a coworker.
    - Where harassment can happen outside of the workplace, how to recognize it, and why it's still important to report.
    - Understanding and disrupting workplace bias
- **Asana Women Employee Resource Group (ERG):**
  - We strive for a culture of clarity, accountability, transparency, empathy, humility — and as a result, trust. As such we support Employee Resource Groups. Employee Resource Groups (ERGs) play a powerful role in creating a culture of connection. Our ERGs are open to everyone at Asana, including persons who identify as members of various communities and to allies. Asanas belong to our thriving communities that foster

connections. Our ERGs currently include Asanapac, AsanaWomen, Asana Women EMEA, Blacsana, Team Rainbow, Raíz, and Gradient.

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## 8. Future Goals and Commitments

- Pay equity study and accessible compensation team: Pay is analyzed by an outside vendor twice a year to ensure our compensation practices are equitable. Our team holds regular office hours on this work.
  - Continue sponsorship and mentorship programs.
  - Continue generous holiday and Parental leave policies.
  - Continue bias and harassment training.
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## 9. Statement and Approval

This report has been approved by the Head of Organizational Success of Asana. We confirm that the data and information presented are accurate and prepared in accordance with the Gender Pay Gap Information Act 2021.

**Signed:**

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*Mike Jordan*  
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Mike Jordan, Head of Organizational Success

Dec 10, 2025

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Date Signed