

## Gender Pay Gap Report 2025

### Reporting context

This report has been prepared in line with the Gender Pay Gap Information Act 2021, which requires Irish employers with over 50 employees to report on their gender pay gap. Data for this report was collected based on employee earnings as of the snapshot date, 30th June 2025. Our employee population in scope for this report consists of 35% females and 65% males. This is Finance Ireland's first year of conducting and publishing a Gender Pay Gap Report.

The metrics disclosed in this report are a measure of pay gap and not pay equity. A pay gap is based on the difference in compensation of all women in a company as compared with the compensation of all men within a company— pay gap does not take into account differences such as seniority of role, level of accountability, experience or any other factors that generally influence pay.

This report highlights our gender pay gap, explains the underlying factors, and outlines the actions we are taking to address it.

### Key metrics explained

**The Median Pay Gap** is the difference between women's median hourly pay (the middle paid woman) and men's median hourly pay (the middle paid man). The median hourly pay is calculated by ranking all the employees from highest to lowest paid and taking the hourly pay, including any bonus.

**The Mean Pay Gap** is the difference between the women's mean hourly pay and men's mean hourly pay. The mean hourly pay is the average hourly pay, including any bonuses across the entire company.

**Pay Quartiles** are calculated by splitting all employees in a company into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the company.

Metrics



Hourly Remuneration Gap



Bonus Gap



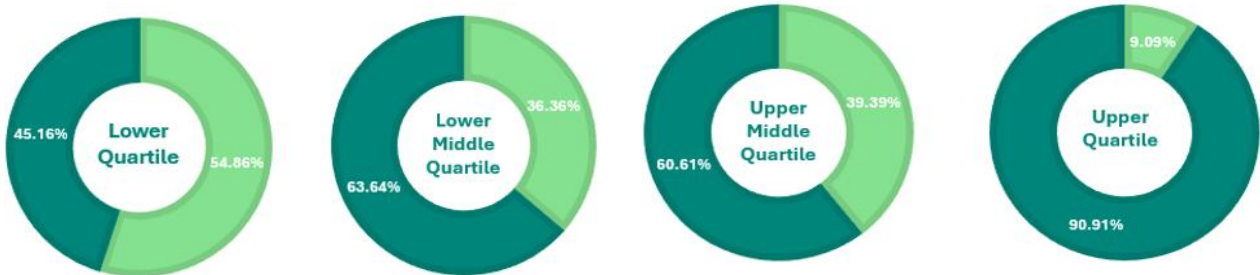
Bonus Recipients



BIK Recipients



Pay Quartiles



## Gender pay gap underlying factors

Understanding our gender pay gap in Finance Ireland, all employees receive the level of remuneration that is appropriate to their role and reflective of their accountabilities, skills and experience- regardless of gender.

Our pay gap exists for the following reason:

A high percentage of our long-standing leadership and senior management team is male, reflecting the profile of available suitably experienced talent/domain experts at the time of their hiring. Remuneration for these roles is in the upper and upper medium pay quartiles. We advertised our two most recent senior management roles internally and no applications from female managers were received.

## Actions to address the gender pay gap

- **Development Initiatives-** We will continue to focus on developing our high-potential female talent identified through our succession planning process, ensuring they are supported and prepared to challenge for any future senior management and leadership roles advertised internally.
- **Recruitment Process Review** - To attract the most diverse suitably skilled talent pool available internally or externally for future roles at all levels, we will continue to review job profiles to ensure they are written in gender-neutral language. We will also make our full range of flexible work options clear to external applicants during the recruitment process. Additionally, our recently implemented unconscious bias training will provide hiring managers with the tools to continue to focus on selecting the best candidates, regardless of gender.

## Conclusion

Following our analysis, it is clear that our gender pay gap is primarily driven by a higher proportion of men in leadership and senior management roles. While we are confident that our male and female employees receive equal pay for equal work across comparable roles, we are firmly committed to closing the gender pay gap and are taking proactive steps to improve gender representation at all levels of our company.