

Ireland Gender Pay Gap Report





FNZ is committed to providing a fair, equal and inclusive workplace for our diverse, global workforce.



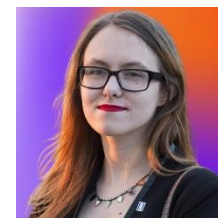
We are passionate about improving diversity and are working hard to reduce our gender pay gap.

We publish statistics on our gender pay gap – including the difference between the average amount women and men are paid across our Ireland workforce.

FNZ are committed to being transparent about our pay gap and the work we are doing to reduce the gap. We are also committed to ensuring women and men are paid equally for doing equivalent roles across the whole Group.



In this reporting period, our female representation has remained stable, at 30.1% of our total workforce in Ireland.



Alexandra Bečka
People Business
Partner, EU DAC

We are close to achieving gender pay parity with our mean hourly pay gap at 3.1% and the median hourly pay gap at 2%. Our bonus rates significantly changed since 2023, considering FNZ strategy and instead of bonuses we contracted on equity awards and enhanced incentives options.

We are moving closer to gender parity. However, we are very aware that we need to focus on parity across the organization. That's why in

2024 we have introduced gender diversity goals for our Senior Leadership Team, including senior female representation, and are tracking this on a monthly basis on FNZ group level.

We know that reducing the gender pay gap will take time but we continue to focus on all aspects of the employee lifecycle (talent acquisition, progression and retention) and employee experience through a gender lens, aiming to reduce the gender pay gap year on year.



What is the Gender Pay Gap?

In 2024, Ireland’s Gender Pay Gap reporting continues to play a key role in promoting workplace transparency around pay disparities between men and women.

This reporting highlights the difference in average hourly earnings between male and female employees, expressed as a percentage of men’s earnings. The gap often reflects the distribution of men and women across different levels within an organisation’s hierarchy.

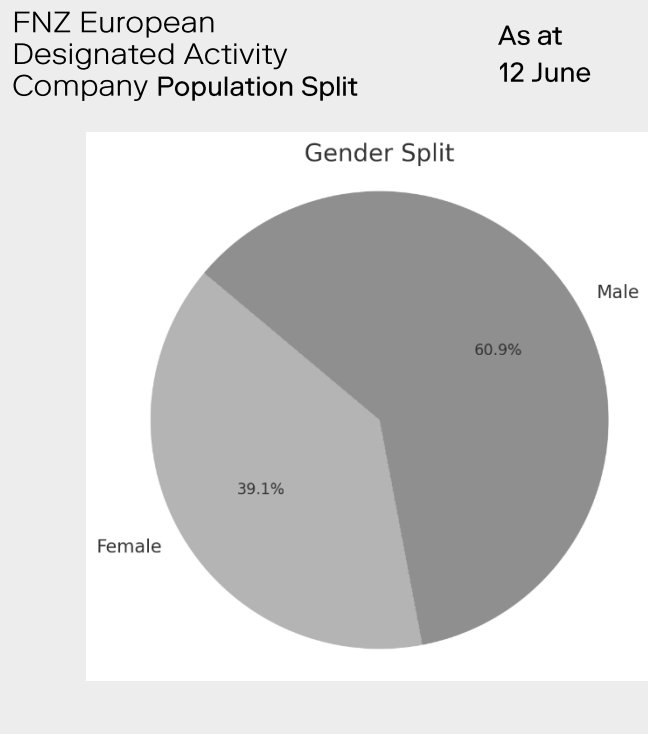
Under current legislation, all employers in Ireland with over 150 employees are required to publish gender pay gap statistics. This provides an opportunity for organisations to demonstrate accountability and outline the steps they are taking to address any imbalances identified.

It is important to distinguish between Gender Pay Gap reporting and Ireland’s Equal Pay legislation. While Equal Pay laws ensure that employees are not paid differently for performing the same or similar work—or work of equal value—the Gender Pay Gap reporting does not consider individual roles or seniority. Instead, it focuses on the overall average pay for male and female employees across the business.

For the 2024 reporting period we are disclosing the gender pay gap for our legal entity FNZ European Designated Activity Company which on the 12th June 2024 (the date we have selected to report on) had a total of 190 employees based in Ireland.



FNZ EU DAC Ireland Population Split



Pay and Bonus – Differences Between Men and Women

Mean Pay Gap:

The mean is calculated by adding all values together and dividing by the total number of values. The mean gender pay gap reflects the difference in average hourly earnings between women and men.

Median Pay Gap:

The median represents the middle value in a sorted list of numbers, with half above and half below. The median gender pay gap shows the difference in hourly pay between the middle-earning woman and the middle-earning man.



Calculations

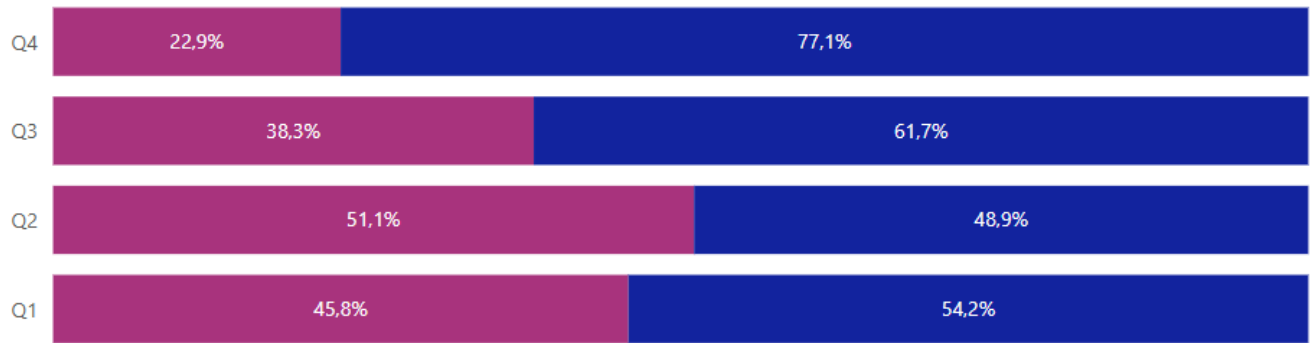
Data is taken as a snapshot, 12th June 2022, based on FNZ headcount consisting of 75 women and 115 men.

The table below shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women in the preceding 12 months to 12 June 2024.

12 th June	Mean	Median
Hourly Pay	18.3%	-83.7%
Bonuses *	15.2%	-200%

Quartiles by Gender

Gender ● Female ● Male



The Gender Pay Gap at FNZ

FNZ operates within two industries which traditionally have been male dominated – financial services and technology.

We continue to focus on equitable allocation of incentive payments including equity awards and our Long Term Incentive Plan which recognizes the commitment and dedication of all staff at all levels in the organization based on their individual performance and delivery against the long term objectives of the company.

We are working to address the gap with the introduction in 2025 of gender diversity goals which focus on the retention of senior women; more diverse hiring and internal promotions across the organization.



How is FNZ addressing the gender pay gap?

We recognise that tackling the gender pay gap will take time, but we are committed to doing so. As we operate as an equal opportunities employer, we fundamentally believe in appointing the best candidate into the role regardless of gender or other factors covered by the Employment Equality Acts 1998 – 2015.

Culture – “Grow your impact, together”

FNZ is a place where wins will always be met with celebration, challenges with support, ambition with opportunity and initiative with endless possibility. It's not always easy, but it's enormously rewarding.

The FNZ Way is the cornerstone of what we do. It is comprised of four values that set the standard for how everyone at FNZ interacts with each other, with our customers, and with all our diverse stakeholders around the world.

FNZ is an environment where talent, ambition and results are more important than length of tenure, background or gender. We are truly a global; multi-cultural; geographically spread workforce and we embrace that diversity of thought and contribution.

As part of our pay and benefits we offer enhanced family benefits including maternity, paternity and adoption policies.

We support a variety of flexible working options including hybrid working.

In 2024 we set gender diversity goals for overall population and senior female representation for the whole organization and for each business function. These are included in the senior

leadership scorecards alongside all other business metrics. We are committed to achieving gender parity across the global organization. In Ireland the female workforce now stands at 30.1%.

Our bi-annual employee voice survey measures colleague engagement including diversity, belonging and wellbeing and we track this by gender.

Talent

We work to ensure that recruitment decisions are fair and transparent and require all candidate shortlists to be diverse.

We commit to using diverse selection panels wherever possible and ensure that all selection decisions are unbiased.

We remain focused on providing ample opportunities for both male and female staff to develop and grow their careers at FNZ. Globally we actively encourage internal career development and promotion for both male and female employees.

In 2024, FNZ continued to hire graduates throughout the business, including our established graduate scheme. Of the graduates hired in 2021 we had a 50/50 gender split.

Performance management, succession planning, reward and bonus calibration are reviewed with a diversity lens to ensure fairness and equity and to root out potential bias in people manager decision making process.

In 2024, we launched NXT Gen, a global, year-long programme for our high potential future leaders with equal representation of women and men.

FNZ Group launched a Women Mentorship programme, focused on high potential women in the business. The programme consists of coaching; leadership training and board- readiness support.

Development & Learning

We're committed to providing extensive education and development opportunities for all FNZ colleagues. This has included, in addition to FNZ's robust Technical learning curriculum:

Training for people managers on “unconscious Bias” to help increase awareness, impact and strategies to counteract potential bias

Diversity & Inclusion modules into our new to role people managers programme, again to raise awareness and provide support and resources with a particular focus on being an inclusive leader.

A new global induction programme for all hires ensuring a consistent welcome and onboarding experience, providing access to learning tools and resources available including modules on diversity and inclusion.

Training for all colleagues on Diversity and Inclusion through our Knowledge Transfer sessions.

We celebrate five key diversity and inclusion moments which include an educational content, these are International Women's Day, International Men's Day, Pride (LGBTQ+), International Day for Cultural Diversity and Dialogue and International Day for Persons with Disabilities. Recognising the intersectionality between gender and other aspects of diversity.

Partnerships

We have continued to develop and enhance multiple external strategic partnerships to progressively narrow societal norms.

Delivering cultural change through early-stage career choices and pathways will result in long-term positive societal change and inspire the current and next generations to both study STEM subjects and explore careers with FNZ.

FNZ confirms the
published gender pay gap
reporting is accurate.