

FinTrU Ireland

Gender Pay Gap Report 2025



Introduction

2025 marks FinTrU's first year of gender pay gap reporting in Ireland, following the reduction of the statutory threshold to organisations with more than 50 employees. We welcome this opportunity to share our data and reflect on our progress as part of our broader Diversity, Equity and Inclusion (DEI) strategy. We recognise this legislation as a positive step toward greater transparency and gender equality in the workplace.

Our Commitment to Pay Equity

At FinTrU, we are committed to pay equity and have robust processes in place to ensure fair and consistent compensation across gender, role, and location. Pay equity means our people are paid fairly for similar work, considering factors such as job function, career level, location, and tenure.

While this is our first formal gender pay gap report, it builds on years of internal efforts to foster an inclusive workplace. We conduct regular reviews to ensure equity in pay decisions and career progression, and we are actively working to improve gender representation at all levels of the organisation.

Understanding the Gender Pay Gap

The gender pay gap compares the average earnings of men and women across the entire workforce, regardless of role, level, or job responsibility. It highlights structural imbalances in representation, particularly in senior and higher-paying roles, rather than unequal pay for equal work.

This is distinct from equal pay, which ensures that men and women performing comparable work are paid the same. This has been a legal requirement in Ireland since the Anti-Discrimination (Pay) Act of 1974.

Gender pay gap figures are expressed in two ways:

Mean pay gap - the difference between average pay for men and women.

Median pay gap - the difference between the midpoint in pay ranges for men and women.

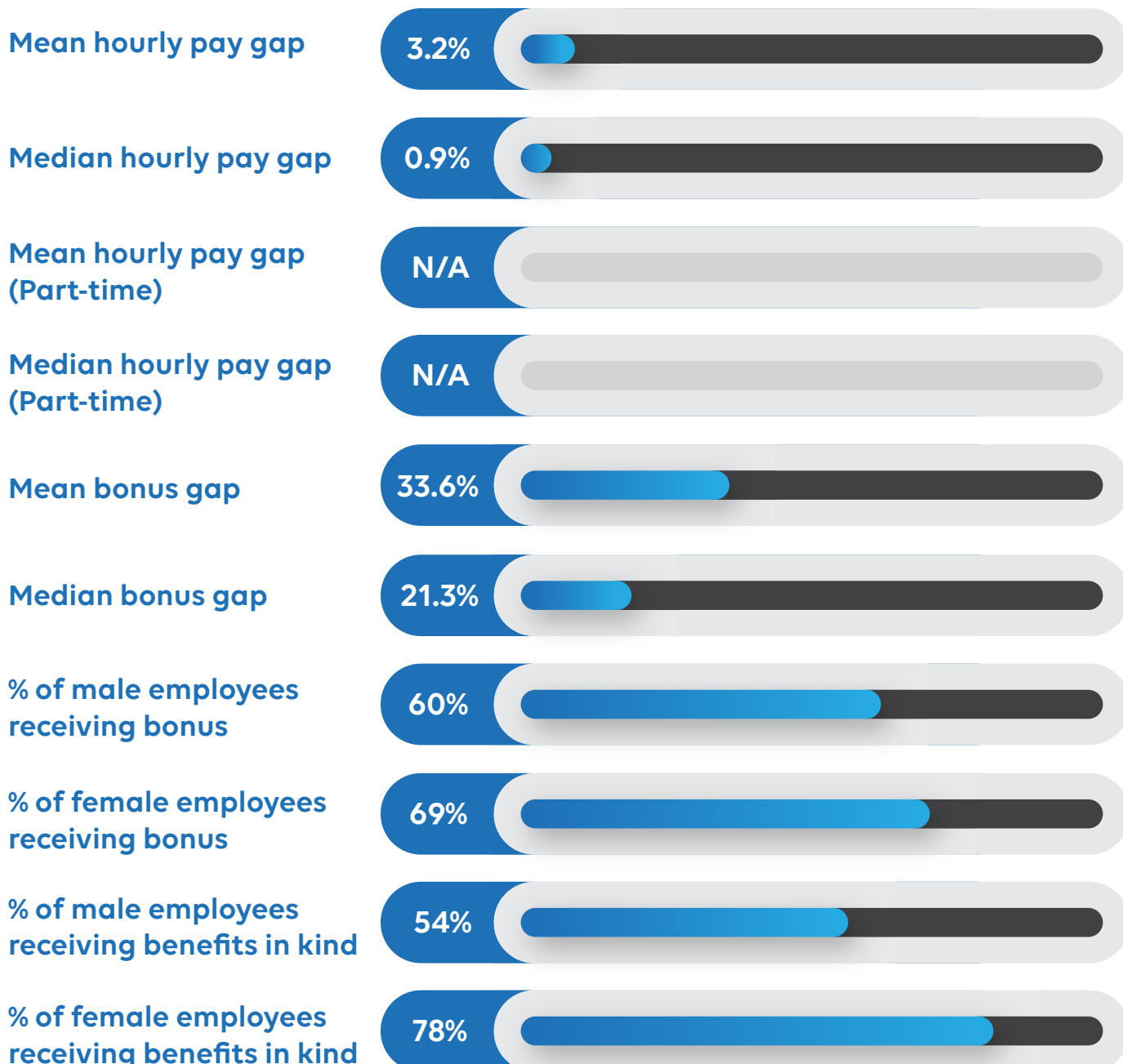
What We Are Reporting

In line with Irish legislation, this report includes:

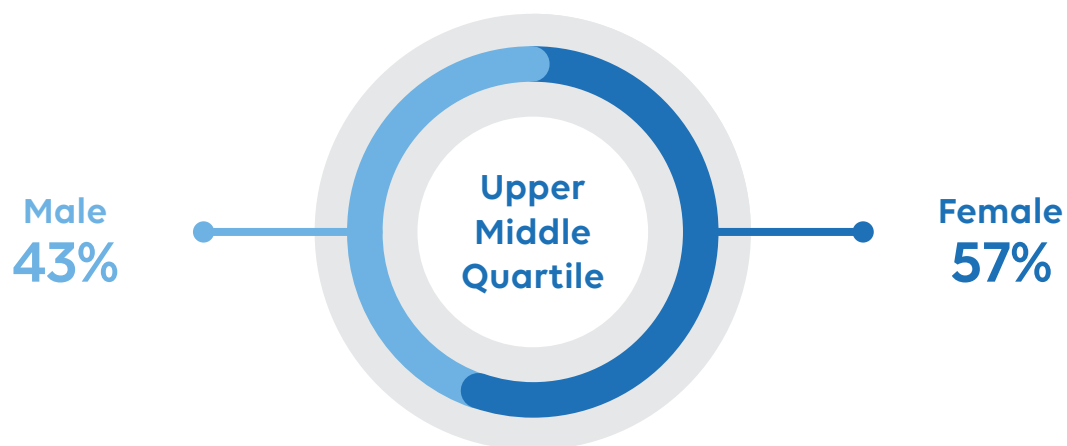
- Mean and median hourly pay gaps
- Mean and median bonus pay gaps
- Proportion of men and women receiving bonuses
- Proportion of men and women receiving benefits in kind
- Proportion of men and women in each of four equally sized pay quartiles

These metrics provide a snapshot of our current position and help us identify areas for improvement.

Gender Pay Gap Metrics (as of 30 June 2025)



Pay Quartile Breakdown



Reasons for Our Gender Pay Gaps

Our gender pay gaps remain low, largely due to a broadly even distribution of men and women across our workforce. Women make up approximately 56% of our employee base, a representation/balance which contributes to our very low median pay gap.

Since our establishment over a decade ago, FinTrU has worked hard to establish and maintain gender parity in our workforce composition. We are pleased to report that FinTrU Ireland continues to maintain an industry-leading position, with female representation at 56% of our total workforce in the Republic of Ireland. This is exceptional in financial services and is a figure we strive to maintain into the future.

However, our mean bonus pay gap is slightly higher at 33.6%, which reflects a modest underrepresentation of women in the most senior roles. Additionally, factors such as pro-rated bonuses for new joiners and unpaid leave (e.g., maternity or other types of leave) can disproportionately affect bonus calculations, especially within a relatively small employee population of 91 in Ireland. Small variances like this can significantly impact percentage gaps.

Closing the Gap Through Our Commitment to Diversity and Inclusion

Culture

We are deeply committed to fostering a diverse and inclusive workplace where all employees feel connected, valued, and empowered to succeed. Our inclusive culture is supported by employee-led committees that focus on allyship, accessibility, inclusive ways of working, and celebrating meaningful cultural observances.

Transparency Focus

We have a clear priority in driving change in our pay practices by enhancing transparency and accessibility.

Accessibility and Development

We prioritise the development of female leaders through our Athena Women in Leadership Programme, which supports women in building impactful careers, inspiring others, and driving positive change. We actively promote hybrid and flexible work arrangements to support parents and guardians in balancing professional and personal commitments.

Enhanced Family and People Policies

We offer access to medical benefits for families, various family-friendly leave options, and a strong focus on wellbeing. Our enhanced policies include neonatal leave, menopause awareness and education, and shared parental leave. These initiatives help employees balance work and life while benefiting from in-person collaboration.

Data-Driven Change and Employee Voice

Beyond compliance, we are committed to using data-driven insights to inform our decisions. In 2026, we will leverage findings from our Engagement Survey to further enhance gender equity across recruitment, promotion, and development practices.

