

**NBC Global Finance**

# **2025 Gender Pay Gap Report**





## What is the Gender Pay Report?

The Gender Pay Gap (“GPG”) measures the difference in the average hourly earnings between men and women across an entire organisation.

Unlike equal pay - where the law requires that people performing the same job receive the same compensation - the gender pay gap highlights differences in how men and women are represented throughout various pay levels in a workplace.

### Why are we reporting?

The Gender Pay Gap Information Act 2021 was introduced to establish requirements for organisations in Ireland to disclose details about their hourly gender pay gap. As an organisation, NBC Global Finance (“NBCGF”), recognise that compensation reporting requirements under the Act are crucial in helping raise awareness of the wage gap that persists for certain underrepresented groups.

This is NBCGF’s first year publishing its report, which is mandatory under the Act, and this report will serve as a reference point for our future disclosures. We believe that understanding and publishing our data is another important step in continuing to build an inclusive, transparent and equitable workplace.

### About our Gender Pay Gap 2025

Our 2025 reporting shows a **mean gender pay gap of 47%** and a **median gender pay gap of 31%**.

<b>101</b> Total Headcount	<b>40%</b> Female Workforce
<b>47%</b> Mean Pay Gap	<b>31%</b> Median Pay Gap

Our gender pay gap reflects:

- Legacy NBCGF workforce demographics and a composition consisting predominantly of male employees in senior and revenue generating positions - 60% of our workforce during the reporting period are male and 40% are female, with higher male representation evidenced in the Upper Middle and Upper Quartiles.

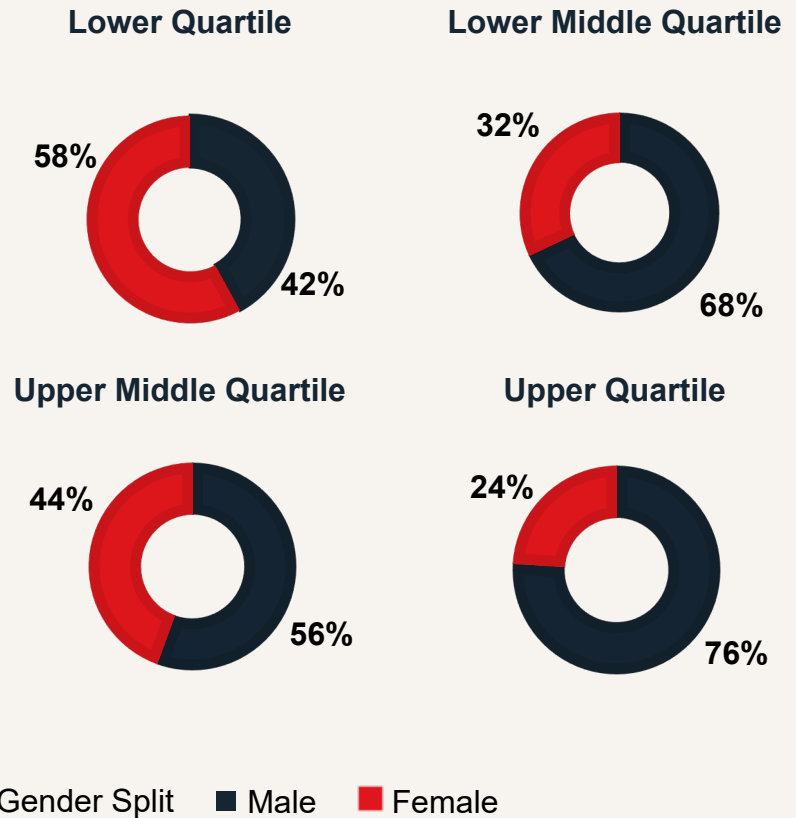
- Financial markets employment labour market, in particular trading roles with quantitative aspects, which have historically and still today, remain heavily male dominated in senior positions affecting recruitment and retention.

An important element of our strategy to reduce our gender pay gap focuses on continuing to hire junior female talent, ensuring they are supported, retained and developed within the organisation. While this may not lead to an immediate material change in our current pay gap figures, this approach allows for meaningful and sustained improvement over time across all levels of the organisation.

## Gender Breakdown by Quartile

As part of the reporting, employees were grouped into four equally split quartiles according to their hourly pay. These quartiles are ranked from the lowest to the highest earning of all male and female full-time employees (**lower, lower middle, upper middle and upper**).

The ratio of men to women within each quartile was then determined. From our analysis of the pay quartiles, we note that female representation decreases as seniority increases, with the upper quartile being our least well-represented level for women.



## Our Commitments and Progress

### Equitable Recruitment and Promotion Practices:

At NBCGF, we remain committed to ensuring an equitable and transparent recruitment process that attracts diverse talent and encourages internal career opportunities for our people to develop within the organisation.

## **Diversity, Equity & Inclusion (“DE&I”) Council:**

Our DE&I Council is composed of employees and leaders across the organisation that represent various employee segments. By ensuring diverse representation within our Council, we continue to develop and grow as an organisation, strengthened by the ability to draw on a range of backgrounds and expertise.

We pay particular attention to underrepresented groups. In 2024, we introduced our first gender equity focused working group which has been involved in the oversight of our GPG Report and in collaborating with our parent (National Bank of Canada), to identify equity-focused opportunities.

## **Commitment to Equitable Pay:**

Our remuneration policy and compensation practices are gender neutral. We regularly review our pay practices to ensure they are equitable, consistent and free from bias.

To reinforce our commitment to increasing representation across roles in our organisation we have mandated an external firm to analyse our compensation practices with a neutral, objective lens. Similar functions were compared by applying neutral, bias-free criteria, such as overall experience, performance history and the scope of responsibilities associated with the position.

## **Ongoing Learning and Development:**

We invest in our people by fostering an environment that supports individual development. Each learning experience is unique, and all employees have access to training and professional development opportunities both internally and externally.

## **Living Our Values:**

Our core values – Empowerment, Agility, Partnership, and Excellence - underpin how we work and make our decisions together in an environment where all our people can thrive and contribute to our shared success.

## **Progressive Supports:**

As part of our continued commitment to build a more inclusive and supportive culture, in 2025, we increased our paternity leave provision. The enhancement supports a greater degree of equalisation by enabling a more balanced share of caregiving responsibilities. Through encouraging extended leave for all parents, we aim to contribute to more equitable career progression, representation and remuneration outcomes across our organisation.

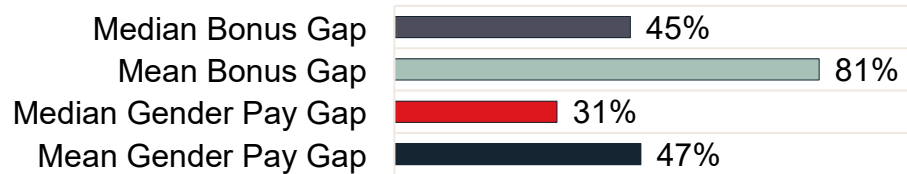
We recognise at NBCGF that achieving true equity and inclusion will be an ongoing journey. We are committed to measuring our progress, learning from our data and taking action to continue to build a balanced and inclusive organisation across all levels.

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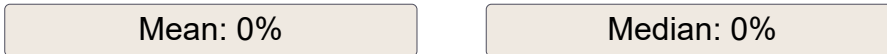
NBCGF

## Our reporting on a page / Supplementary disclosures

### 2025 All Employees



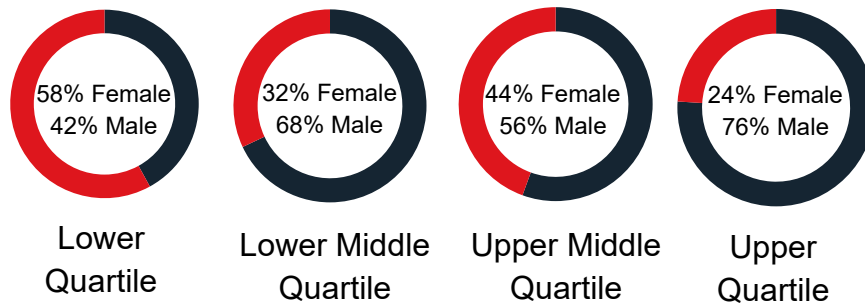
### Part Time Employees



### Temporary Employees



### Pay Quartiles

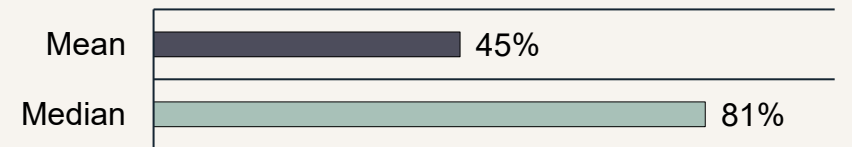


### Bonus Proportions

Proportion of employees receiving bonus pay:



### Bonus Pay 2025



### BIK Proportions

Proportion of employees receiving BIK\*:



\*All permanent employees are eligible to avail of the private funded healthcare scheme and can choose to opt in.