

GENDER PAY GAP REPORT 2024

WHY ARE WE REPORTING?

At Goodbody we are committed to creating a diverse and inclusive work environment. We will achieve this by continuing to embed a culture of universal inclusion, enabling our purpose of creating long-term prosperity for our clients and colleagues.

We recognise this approach will take time before we see a material change in our gender pay gap figures. However, we remain committed to ensuring that all our workplace initiatives promote our universal inclusion culture and that this will ultimately have a positive and meaningful impact on our gender pay gaps over time.

This is our third gender pay gap report and it covers the 2023-24 reporting period, using a snapshot date of 30th of June 2024. This report includes all relevant employees* of Goodbody Stockbrokers UC on this date in the Republic of Ireland only.

We support the importance of gender pay gap reporting and the positive role it plays in promoting accountability and transparency amongst employers. As a firm, we are conscious that our current gender pay gap is wide and acknowledge there is much work to do. We know that the key to closing our gender pay gap is to increase the representation of females across all levels of our firm and most especially at a senior level, as well as developing a more diverse talent pipeline for all roles.

Goodbody is fully committed to making these changes and has already developed a gender balance action plan to drive balanced gender representation at all levels.

WHAT IS THE GENDER PAY GAP (GPG)?

The gender pay gap measures the difference in the average (mean) and midpoint (median) hourly and bonus pay of female and male employees.

The gender pay gap, requires that we think more broadly about how we can simultaneously attract, retain, engage and advance talent.

*A "relevant employee" is a person who is an employee of Goodbody Stockbrokers on the snapshot date.

DO WE HAVE AN HOURLY GENDER PAY GAP?

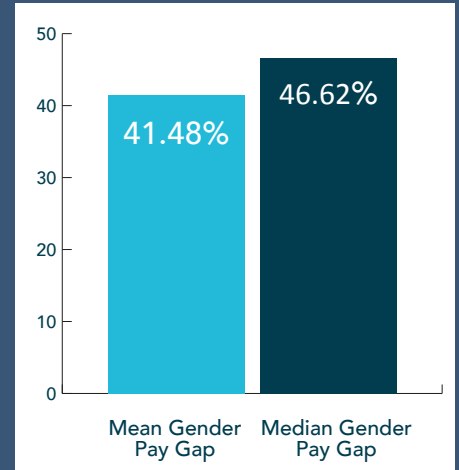
Our Gender Pay Gap is 41.48% mean and 46.62% median.

The primary reason for our gender pay gap continues to be our organisational shape. Overall, 59% of our reportable population are males, and 41% are females. The gender representation in each pay quartile is shown later in this report. It is clear from this representation that fewer females than males continue to occupy the highest paid roles in the firm.

This year's figures demonstrate an increase of 3.35% in our mean gap and a decrease of 0.19% to our median gap. Last year we had a reduction of 2.86% in our mean gap, while our median gap increased by 0.79%. Therefore, our mean and median gender pay gaps are broadly comparable to our first gender pay gap report in December 2022.

We expect that these fluctuations will continue year-on-year until such time as a more balanced gender representation is achieved within each pay quartile. Given the size of our overall female population (and particularly the representation of females in the upper quartiles), changes to this population can have a material impact on our overall gap percentages. During the reporting period this occurred because of changes made to the overall structure of our business.

Following these business changes, our overall female representation still increased. This points to success in attracting female candidates to careers within Goodbody.

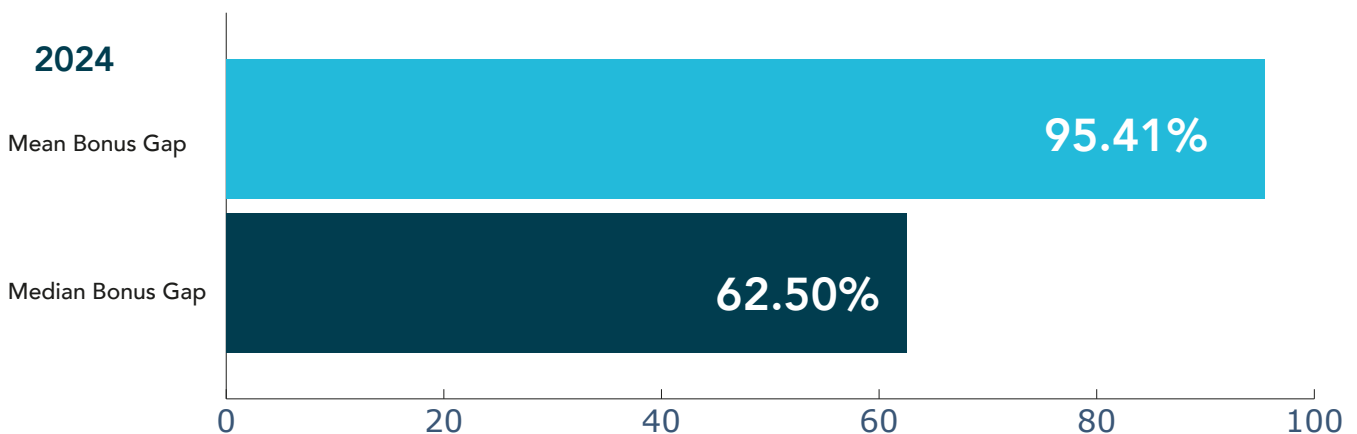


DO WE HAVE A GENDER BONUS GAP?

Our bonus gap is 95.41% mean and 62.50% median.

Goodbody did not make a payment of any regular annual performance bonus to any employees (male or female) in this reporting period. However, there were some minor payments made to employees for items (i.e. exam awards) that are classified as bonus for the purpose of the gender pay gap. In addition, and as per last year we have a very small number of male employees who have deferred bonus/incentive awards from previous years that have vested within the reporting period.

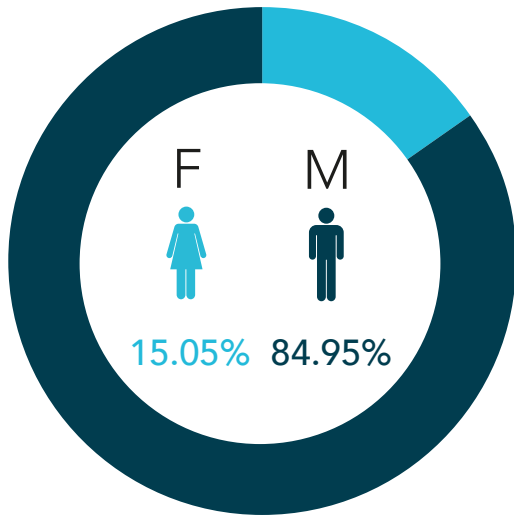
This is also supported by the fact that the overall proportion of our male/female employees in receipt of bonus payments is 3.2% and 2.58%. The difference in value between these deferred bonus/incentive payments paid solely to male employees and the other minor payments to male/female employees is the main driver of the bonus gaps.



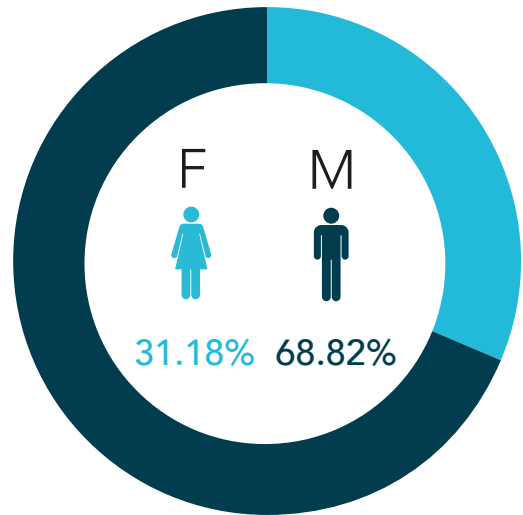
REPRESENTATION OF FEMALES

To create the quartiles, all employees are ranked from lowest to highest hourly remuneration. The proportion of females and males in each quartile is then calculated. Within our firm as seniority increases, female representation decreases. This is reflected in the graphics below.

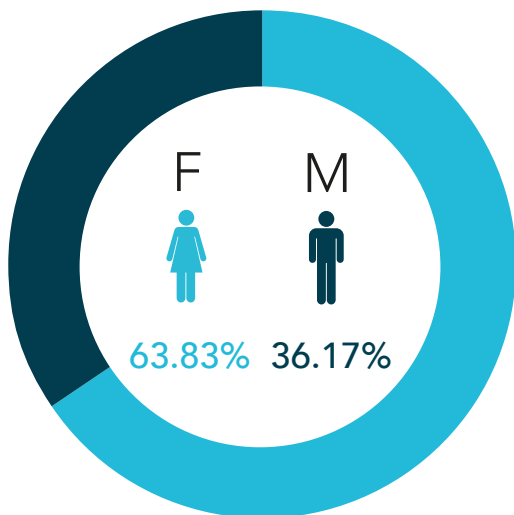
The pay gaps are likely to persist until there is a more balanced representation of females and males at every level in the firm but particularly at more senior levels, where earning potential is greater.



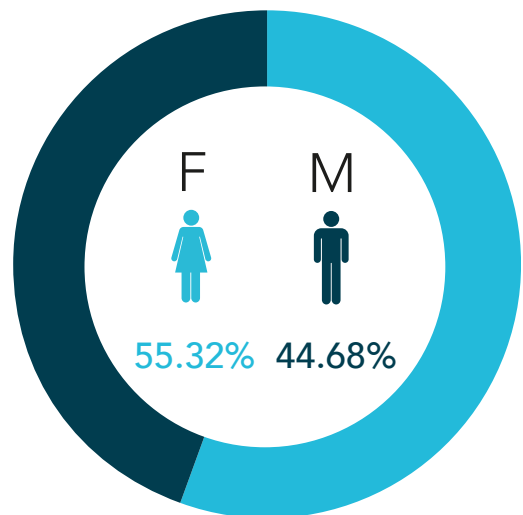
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

OUR COMMITMENTS

Gender balance and representation is a key area of focus and our pay gaps in 2024 continue to be an inflection point for us with regards to the achievements to date and the work to be undertaken.

Our key achievements in 2024 include:

- Continued investment in our people leaders with a sharp focus on Inclusive Leadership
- 2024 Graduate selection with 50:50 gender balance delivered with gender balanced interview panels
- 'Achieving Gender Balance' network set up in early 2024. Membership continues to grow
- Collaboration with three other organisations bringing over 70+ colleagues together to participate in a series of events focussed on the skill of networking

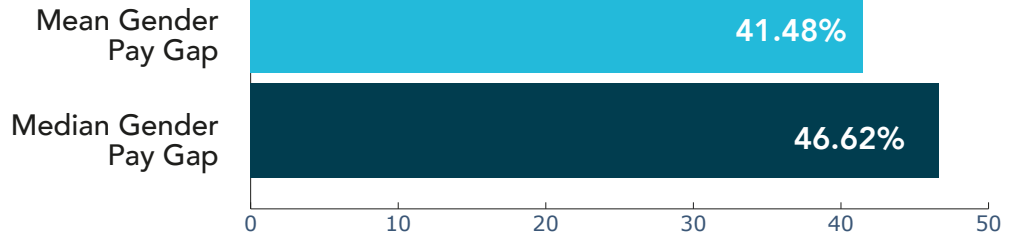
For 2025, we have developed a gender balance action plan. Areas of focus include:

- Embed our commitment to universal inclusion by continuing to focus on people processes such as talent attraction as well as continuing to deliver enhanced and progressive people policies
- Industry benchmarks and accreditation including signing up to Women in Finance Charter and 30% Club, driven by senior level accountability
- Clear focus on talent development and succession planning with the acceleration of development for female talent
- Continuing investment in developing inclusive leaders at all levels, who think, act and lead in a way that fosters inclusion
- Continue to partner with our growing 'Achieving Gender Balance' network on events and initiatives to drive the action plan

KEY STATISTICS

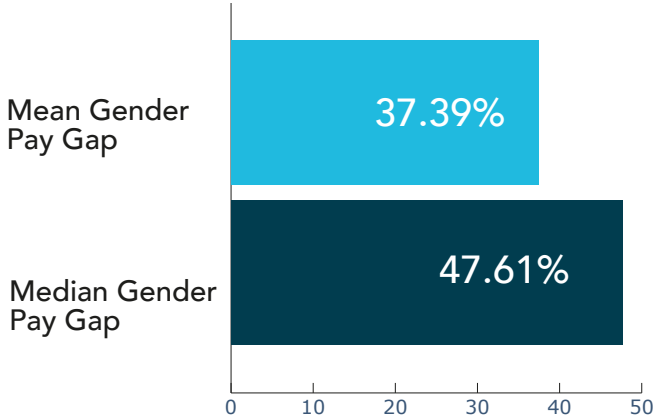
2024

All Employees



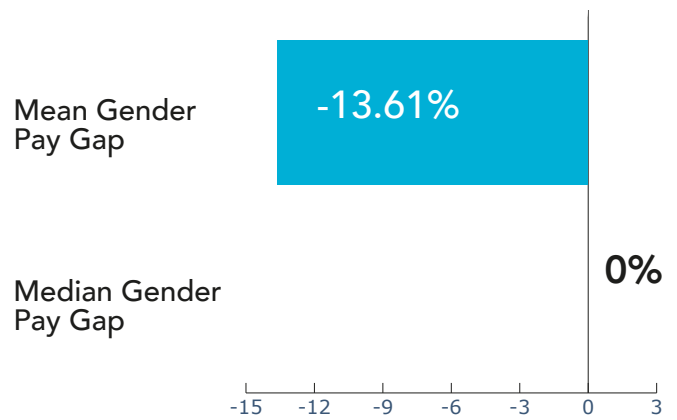
2024

Part Time Employees

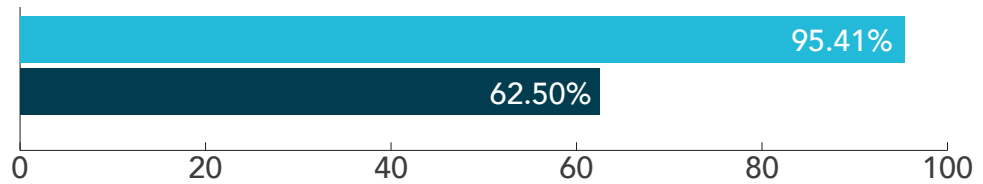


2024

Temporary Employees



Mean Bonus Gap
Median Bonus Gap



Bonus Proportions

Proportion of employees receiving bonus pay



3.20%



2.58%

BIK Proportions

Proportion of employees receiving BIK

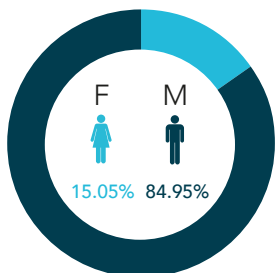


59.82%

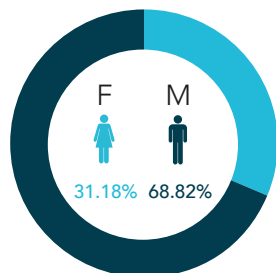


78.71%

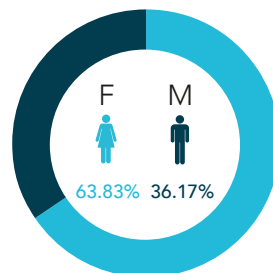
Pay Quartile



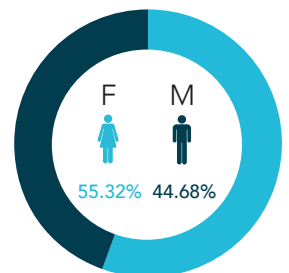
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

