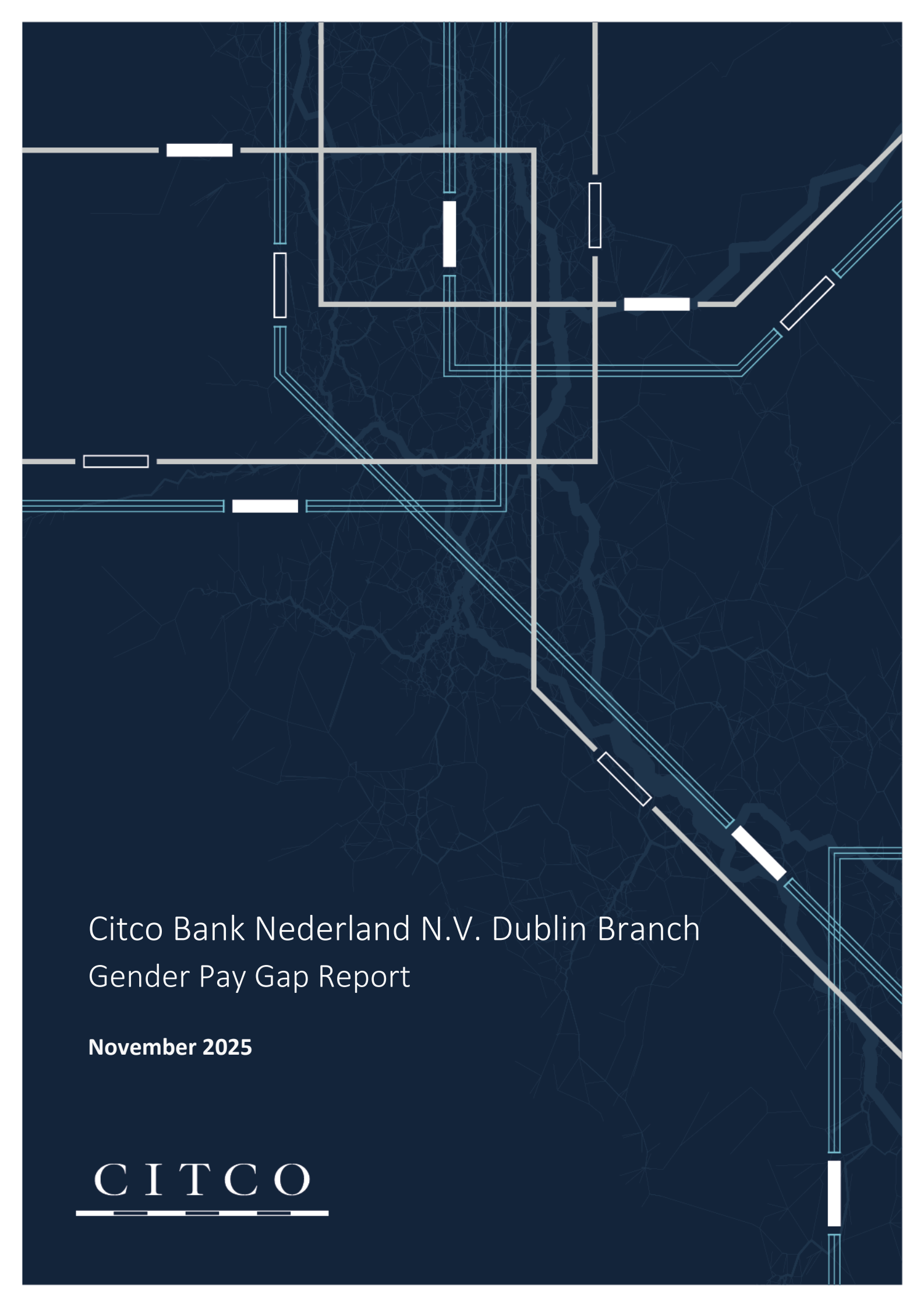




Citco Bank Nederland N.V. Dublin Branch Gender Pay Gap Report

November 2025

CITCO

1. Foreword

- This statement outlines the Gender Pay Gap for Citco Bank Nederland N.V. Dublin Branch (CBND).
- Under The Gender Pay Gap Information Act 2021, Gender Pay Gap reporting is mandatory for all employers in Ireland with over 50 employees.
- 2025 is the fourth year where it is required for companies in Ireland to report on their gender pay differentials; this is the first year CBND is in scope.
- It covers the 2024-2025 reporting cycle, using a snapshot date of 30th June 2025.
- Diversity and representation are key priorities for CBND to foster a diverse and inclusive culture.
- In this statement, the terms “mean”, and “median” will be used to outline the Gender Pay Gap. For the purposes of understanding this statement, a description of what these terms represent is below:
 - The mean is **the average** or the most common value in a collection of numbers, which can be skewed by outliers at the upper or lower end of values.
 - The median is **the middle number in a sorted list of numbers** and is often the most quoted figure in relation to Gender Pay Gap statistics.

2. Executive Summary

- CBND falls into scope with 108 employees in its workforce on the date selected for reporting.
- The gender pay gaps reported are 10% (median) and 16% (mean). The gender pay gap is most prevalent in the upper quartile.
- CBND has a higher proportion of men than women across all levels, most predominantly at the Senior Management level. Representation is a key contributor to the gender pay gap outlined in the reporting period. The quartiles reported show that there is more balanced representation at the lower middle quartile; despite male representation being higher at all levels (Senior Management, Middle Management, and Individual Contributor).
- Our analysis reveals a gender pay gap and internal efforts are being made to reduce this gap, including an extensive recruitment process which includes internal advertisement of roles to ensure everyone has equal access to career opportunities. CBND has an established methodology to determine pay in job change situations, ensuring these decisions are consistent, regardless of gender.
- Female representation remains one of the most significant factors impacting the gender pay gap. Since the 2022 reporting requirement came in, there has been a 26% increase in female representation at Individual Contributor level, with Middle and Senior Management being key priority areas. The practices in place pertaining to recruitment, flexible working, learning and development opportunities and

retention efforts are key factors to support this. CBND will continue these practices in order to achieve more balanced representation at the most senior levels.

3. Factors affecting our 2025 gender pay gap

Representation

The CBND gender pay gap data was collected on the snapshot date of 30th June 2025. At that time there were 108 employees: 40 female (37%) and 68 male (63%). The table below outlines the proportion of women in each career category. In CBND, at all levels, there is a higher proportion of men than women. There has been an increase of approximately 16% in the representation of women in Individual Contributor positions since 2021.

Female Representation (2021-2025)					
Career Category	2025	2024	2023	2022	2021
Senior Management	20%	21%	25%	22%	25%
Middle Management	38%	43%	47%	47%	38%
Individual Contributor	44%	41%	51%	35%	38%

Diversity and representation will continue to be areas of focus across CBND at all levels. In 2024, a revised global Diversity, Equity and Inclusion (DEI) framework and policy were implemented globally to ensure the Company is aligned in its approach and includes extensive DEI priorities for the Company at a global level. Since the launch of the Diversity and Leadership Council in 2024, there have been a number of global initiatives, including the launch of Diversity, Equity and Inclusion training to all Citco employees globally; additionally, the launch of The Citco Women’s Network which includes participation from approximately 300 staff members worldwide. Citco’s objective is to move beyond an awareness driven approach and formulate an explicit, company-wide philosophy that frames Diversity, Equity and Inclusion through a strategic, value-add lens, such that it becomes embedded as a core part of the Company culture through our internal policies, procedures and practices, including internal and external recruitment practices, retention efforts; and our learning and development opportunities.

Gender pay gap requirements	Percentage
Median hourly gender pay gap (all)	10%
Median hourly gender pay gap (part-time)	N/A – no employees to report
Median hourly gender pay gap (temporary)	7%
Mean hourly gender pay gap (all)	16%
Mean hourly gender pay gap (part-time)	N/A – no employees to report
Mean hourly gender pay gap (temporary)	-8%
Median bonus gender pay gap	20%
Mean bonus gender pay gap	46%
Percentage of males and females who received bonus pay	78% (F) 75% (M)
Percentage of males and females who received benefit in kind*	90% (F) 82% (M)
Percentage of employees within lower quartile	33% (F) 67% (M)
Percentage of employees within lower middle quartile	52% (F) 48% (M)
Percentage of employees within upper middle quartile	33% (F) 67% (M)
Percentage of employees within upper quartile	30% (F) 70% (M)

*Benefit in kind figures represent optional private healthcare.