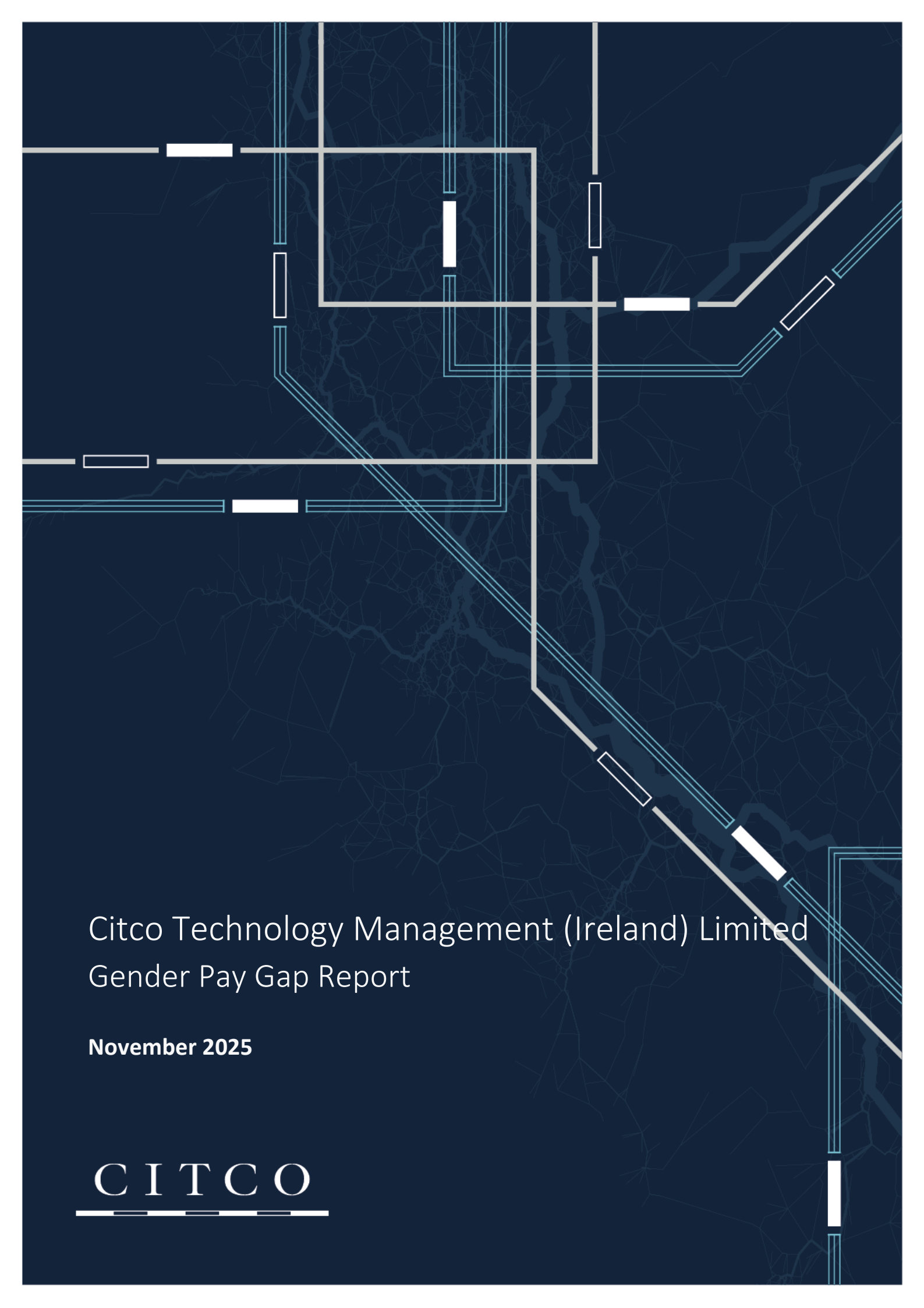




Citco Technology Management (Ireland) Limited Gender Pay Gap Report

November 2025

CITCO

1. Foreword

- This statement outlines the Gender Pay Gap for Citco Technology Management (Ireland) Limited (CTMIL).
- 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 second year CTMIL 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 CTMIL 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

- CTMIL falls into scope with 311 employees in its workforce on the date selected for reporting. There is an increase in the headcount for CTMIL vs 2024, as there was an internal transfer of non-regulated departments from Citco Fund Services Ireland Limited (CFSI) to CTMIL in April 2025. This impacted approx. 50 staff members.
- The gender pay gaps reported are 14% (median) (vs 11% in 2024) and 10% (mean) (vs 13% in 2024). The gender pay gap is most prevalent in the upper middle quartile.
- CTMIL has a unique composition, whilst the company predominantly employs specialist IT staff, the Company also consists of the Citco Group of Companies group functions in Ireland, including Finance, HR, Compliance, Risk and Audit; and the new addition in 2025 of transferred staff from non-regulated departments in CFSI. The CTMIL employee population also includes members of the Citco Group’s global leadership team.
- CTMIL has a higher proportion of men than women across all levels, most predominantly at the Individual Contributor 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 and lower middle quartiles; despite male representation being approximately two-thirds 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. CTMIL 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 16% increase in female representation at Middle Management level; the practices in place pertaining to recruitment, flexible working, learning and development opportunities and retention efforts are key factors to support this. CTMIL 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 CTMIL gender pay gap data was collected on the snapshot date of 30th June 2025. At that time there were 311 employees: 126 female (41%) and 185 male (59%). The table below outlines the proportion of women in each career category. In CTMIL, at all levels, there is a higher proportion of men than women. There has been an increase of approximately 18% and 19% in the representation of women in Senior Management and Middle Management positions respectively since 2021.

Female Representation (2021-2025)					
Career Category	2025	2024	2023	2022	2021
Senior Management	40%	37%	38%	38%	34%
Middle Management	43%	39%	39%	37%	36%
Individual Contributor	31%	31%	29%	30%	33%

Diversity and representation will continue to be areas of focus across CTMIL 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.

Internal Transfers

On 1st April 2025, approximately 50 staff members in non-regulated departments transferred internally from CFSI to CTMIL (a non-regulated entity). These employees are included in the CTMIL data; but only from April to June (CTMIL's reporting period is July – June), as per the reporting requirements on the snapshot date. This means that pay, bonus and BIK data for approx. 50 CTMIL employees is skewed in this reporting year. This is a unique factor in this reporting year for CTMIL; and potentially has an impact on the change in figures from 2025 vs 2024.

Gender pay gap requirements	Percentage
Median hourly gender pay gap (all)	14%
Median hourly gender pay gap (part-time)	N/A – no male employees to report
Median hourly gender pay gap (temporary)	N/A – no female employees to report
Mean hourly gender pay gap (all)	10%
Mean hourly gender pay gap (part-time)	N/A – no male employees to report
Mean hourly gender pay gap (temporary)	N/A – no female employees to report
Median bonus gender pay gap	35%
Mean bonus gender pay gap	7%
Percentage of males and females who received bonus pay	63% (F) 71% (M)
Percentage of males and females who received benefit in kind*	92% (F) 86% (M)
Percentage of employees within lower quartile	44% (F) 56% (M)
Percentage of employees within lower middle quartile	53% (F) 47% (M)
Percentage of employees within upper middle quartile	31% (F) 69% (M)
Percentage of employees within upper quartile	35% (F) 65% (M)

*Benefit in kind figures represent optional private healthcare.