



## Foreword



I am pleased to report continued progress in addressing the gender pay gap at Amundi Ireland. The mean gender pay gap has reduced by 7.4% since 2023, and by 8.6%

since we first started reporting it in 2022.

Our gender distribution has also improved, with women representing 37.5% of new hires, a year-on-year improvement. We are actively working to address the systemic challenge of achieving gender parity in the investment management industry. We are doing this through both industry wide initiatives as well as our own dedicated efforts at Amundi.

Whilst we have a pay gap, it is important to point out that this is not as a result of males and females being paid differently for performing comparable roles. Rather, it is a result of the underrepresentation of women in higher-paid roles such as senior management and portfolio management. Addressing this is a priority and we are encouraged to see significant advancements on female representation in the upper pay quartile.

To this end, we are working on various grassroots initiatives to help us improve gender parity in this function, including:



### Transition Year Academy

Our newly launched programme provides equal opportunities for both male and female students to explore careers in investment management.



### Apprenticeships and Internships

We have achieved a 50/50 gender split among participants in our investment management functions.



### Amundi Tomorrow Programme

This initiative also maintains an equal balance of male and female participants.

These programmes are designed to build a strong talent pipeline and encourage women to pursue careers in the investment management industry. At Amundi Ireland, we are committed to continuously analysing our progress and identifying areas for improvement, whilst at the same time supporting the industry's long-term goals of promoting greater diversity.

**DAVID HARTE**  
CEO, AMUNDI IRELAND

## What is a gender pay gap

The gender pay gap measures the difference in hourly pay between men and women across a company. It is distinct from unequal pay, which refers to paying individuals differently for the same role based on gender and is prohibited under The Equality Act 2010.

**Median:** Calculated by finding the midpoint of all male and female employees hourly pay and comparing the difference between the two.

**Mean:** Calculated by finding the average of all male and female employees hourly pay and comparing the difference between the two.

**Pay:** Includes basic salary, overtime, performance related bonuses and other monetary payments.

## What are we doing

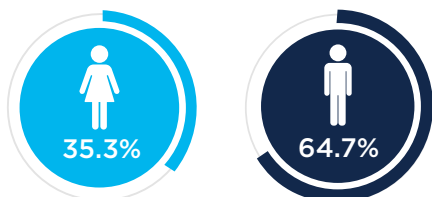
Reducing the gender pay gap and achieving gender balance requires a comprehensive approach. At Amundi Ireland, we are committed to creating an inclusive environment that supports women's entry and career progression within the investment management industry. Our efforts begin with education and representation, as we actively engage with secondary schools and universities to inspire more women to pursue careers in the sector. This outreach extends from early secondary school students to postgraduate levels, ensuring we promote gender equity at every stage of the educational journey.

We are equally focused on supporting our existing female employees by prioritising investment in training, education, and development. Succession planning is a key component of this strategy, as we aim to prepare more women for leadership roles. Notably, within our investment management team, we have achieved gender parity in our apprenticeship and internship programmes, reflecting tangible progress in this priority function.

Monitoring and reporting remain central to our approach. We regularly analyse our gender pay data to identify areas for improvement and ensure our initiatives are having the desired impact.

## 2024 gender pay figures

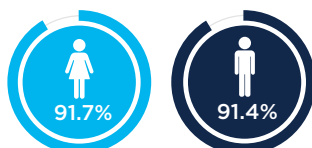
### Gender distribution



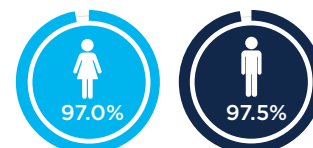
Gender pay gap	Mean	Median
Hourly pay	32.4%	17.7%
Bonus	58.0%	25.0%
Temporary employees	12.9%	26.9%
Part-time employees	44.9%	45.0%

Pay quartiles	Female	Male
Upper quartile	21.3%	78.7%
Upper middle quartile	40.4%	59.6%
Lower middle quartile	35.1%	64.9%
Lower quartile	44.2%	55.8%

### Proportion receiving bonus



### Proportion receiving benefits in kind



## Our commitments

We will continue to incorporate diversity across all areas of our business and to work on reducing our gender pay gap. To achieve this, we will continue to place a focus on investing in our people, working with industry partners to improve female representation and reporting and monitoring the success of our initiatives and adapting as needed.

Achieving gender balance is a long-term challenge, but we are committed to making steady progress.