

## **Euronext Dublin Gender Pay Gap**

The Gender Pay Gap shows the difference between the average earnings of men and women in an organisation. It is not the same as equal pay, which relates to whether men and women are paid equally for the same or similar work.

Euronext is committed to diversity and gender equality. At Euronext Dublin, we regularly review our pay levels and practices to ensure that women and men are paid equally for doing equivalent jobs, and we monitor our reward and recruitment procedures to ensure that they are gender neutral. Our jobs correspond to job levels which come with corresponding compensation packages, benchmarked against market renumeration levels.

We can confirm our latest mean Gender Pay Gap (GPG) result, based on June 2025 data, stands at 29.94% and our median gender pay gap is at 4.95%.

As we only have 1 part time person, we exclude their specific details in order to protect their anonymity.

### **1) Mean and Median Pay Gaps**

#### **Explanation:**

A high mean gap combined with a low median gap for Euronext Dublin is primarily influenced by:

- most of the Director level positions are held by males;
- a higher amount of the most junior positions are held by females; and
- more females than males were hired after the eligibility date for inclusion in the bonus payout during this GPG calculation range.

Our median gender pay gap at 4.95% is a more accurate reflection of our organization. It represents our "typical" employee regardless of gender.

Note, removing the male CEO (who is also a member of the Managing Board of Euronext Group) from the calculation results in 20.2% mean GPG, and a -0.9% (i.e. positive gap) in median GPG.

## **2) Bonus Participation Proportions:**

|                              | All | Female | Male  |
|------------------------------|-----|--------|-------|
| <b>Total Count</b>           | 61  | 34     | 27    |
| <b>Bonus Payouts (count)</b> | 56  | 31     | 25    |
| <b>Bonus payouts ( %)</b>    |     | 91.2%  | 92.6% |
| <b>No bonus (count)</b>      | 5   | 3      | 2     |
| <b>No Bonus (%)</b>          |     | 8.8%   | 7.4%  |

### **Explanation:**

All eligible employees received a bonus based on hiring date; and performance and other relevant factors.

The 5 not counted in bonus were not eligible due to a hiring date outside the eligibility range for that bonus period.

### **3) BIK Participation :**

Males Females

100% 100%

“benefits in kind” includes any non-cash benefit of an estimated monetary value provided to an employee. This would include the provision of a company car, voluntary health insurance, stock options, or share purchase schemes. For the purposes of these Regulations, benefits-in-kind also includes share options and interest in shares.

#### **Explanation:**

All employees were eligible for benefits in kind. These included pay elements such as optional VHI cover for all employees and/or shares program for all employees.

**4) Mean and Median Bonus Pay Gap (45.4% - mean; 25.6% median)**

|                                     |         |
|-------------------------------------|---------|
| Mean Bonus Pay Gap                  |         |
| Females (31; those receiving bonus) |         |
| Mean Bonus                          | €19,443 |
|                                     |         |
| Males (25)                          |         |
| Mean Bonus                          | €35,640 |
|                                     |         |
| <b>Mean Bonus Pay Gap = 45.4%</b>   |         |
|                                     |         |
| Median Bonus Pay Gap                |         |
| Females                             |         |
| Median Bonus                        | €14,500 |
|                                     |         |
| Males                               |         |
| Median Bonus                        | €19,500 |
|                                     |         |
| <b>Median Bonus Pay Gap = 25.6%</b> |         |

## 5) Quartiles:

| Quartiles:        | Upper Q Total Remuneration | Male % | Male Count | Female % | Female Count | Total |
|-------------------|----------------------------|--------|------------|----------|--------------|-------|
| Q1 - Lower        | €48,587                    | 31.2%  | 5          | 68.8%    | 11           | 16    |
| Q2 - Lower Middle | €81,333                    | 53.3%  | 8          | 46.7%    | 7            | 15    |
| Q3 - Upper Middle | €106,500                   | 40%    | 6          | 60%      | 9            | 15    |
| Maximum - Upper   | €475,192                   | 62.5%  | 10         | 37.5%    | 6            | 16    |

The quartile participants correlates to the number of each gender in our most junior, senior and mid-level roles.

## Insights and Actions:

- We continue to have a very diverse workforce, including more females than males in our company
- We have a strong succession plan for future growth of females in more senior positions (55% of our management team are female and 60% of upper middle quartile are female, with 48% of the combined upper middle and maximum upper being female)
- We continue to support progression for all, with special additional supports for females including female networks, mentoring, coaching and training.