



Gender pay gap report 2025



What is the gender pay gap?

The gender pay gap measures the difference in the average (mean) and midpoint (median) hourly and bonus pay of female and male employees. It is not the same as equal pay, which refers to paying individuals equally for like work regardless of gender.

The gender pay gap reflects broader structural inequalities and requires organisations to think holistically about how they attract, retain, and advance talent.

Why are we reporting?

At Goodbody, we remain committed to creating a diverse and inclusive workplace. This commitment is central to our purpose of creating long-term prosperity for our clients and colleagues. We recognise that meaningful change takes time, and while we have made progress since our last report, we are not yet satisfied with our overall position.

This is our fourth gender pay gap report, covering the 2024–25 reporting period, using a snapshot date of 30th June 2025. It includes all relevant employees* of Goodbody Stockbrokers UC in the Republic of Ireland.

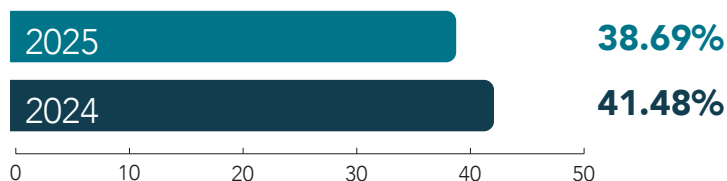
We continue to support the importance of gender pay gap reporting and the role it plays in promoting transparency and accountability. Our focus remains on increasing female representation across all levels of the firm, particularly at senior levels, and developing a more diverse talent pipeline.

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

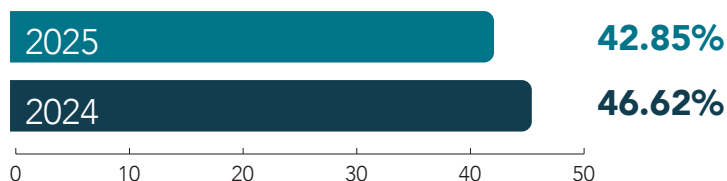
Do we have an hourly gender pay gap?

Our mean and median hourly gender pay gaps are:

Mean Gender Pay Gap



Median Gender Pay Gap



The primary driver of our current gender pay gap remains our organisational shape, with fewer females occupying the most senior roles. Overall, 59% of our reportable population are males and 41% are females. Representation by pay quartile is shown later in this report. While we have seen some progress in female representation in the upper quartiles, the gap persists and will require sustained effort to close.

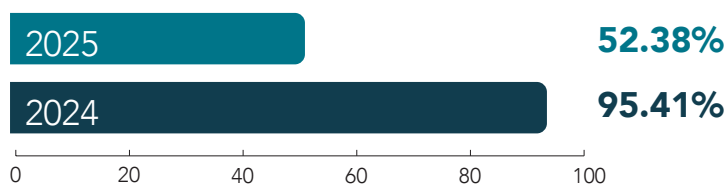
These figures represent a modest improvement compared to 2024. In our 2024 report, we acknowledged that we expect year-on-year fluctuations as we continue to work towards achieving a more sustained and balanced gender representation in each pay quartile over a longer period.

In June 2023, we launched a strategy and commitment called Universal Inclusion, designed to improve belonging and inclusion, which included creating a Gender Balance network. We've made progress in our reportable figures since this time. Our long-term commitment to this strategy remains central to bringing about our desired longer-term change.

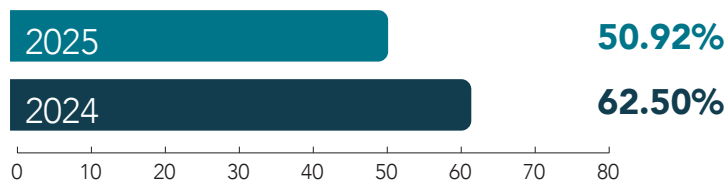
Do we have a gender bonus gap?

Our mean and median bonus gender pay gaps are:

Mean Bonus Pay Gap



Median Bonus Pay Gap



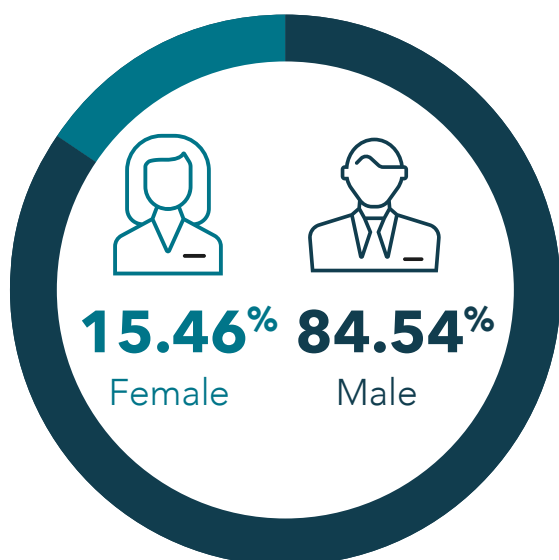
In this reporting cycle, we made an annual bonus award to 90% of employees. Similar to our overall pay gaps, the bonus gap reflects the shape of the firm.

The key contributor to the bonus gap is the distribution of senior roles, which continue to be predominantly occupied by male employees. This structural imbalance remains a central factor in our bonus gap figures.

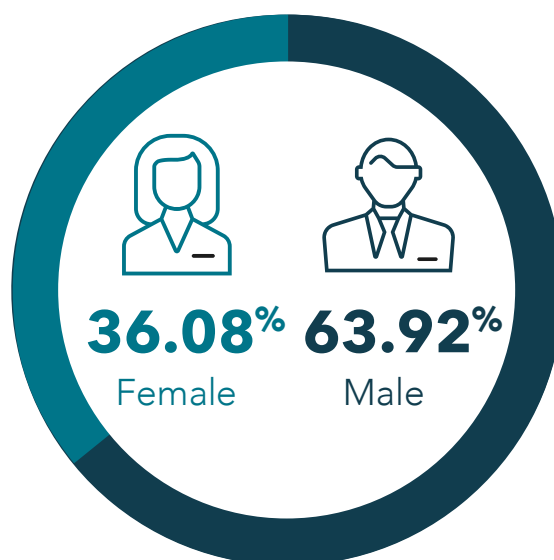
Representation of females

As seniority increases in the upper quartile within the firm, female representation decreases.

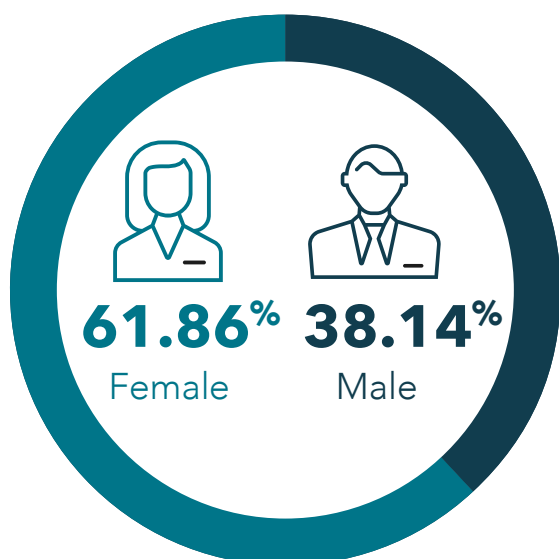
To create pay quartiles, the hourly remuneration value for all our relevant employees is calculated. The employees are then divided into quartiles based on the hourly remuneration values (highest to lowest) and the proportion of males and females in each quartile was calculated.



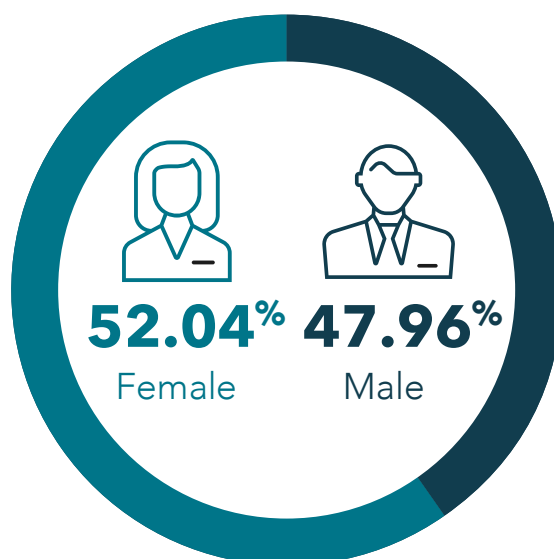
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

Our Commitments

This year, we deepened our partnerships with organisations such as the 30% Club, signed the Women in Finance Charter (which committed us to targets on senior representation), and earned Silver Accreditation from the Irish Centre for Diversity.

Progress and Data-Driven Actions

We are making steady progress by gathering data, listening to feedback, and learning about the experiences of both women and men at Goodbody. This year, we launched a Gender Balance action plan to drive accountability and leadership, and we continue to embed inclusion into our processes, practices, and policies.

Inclusive HR Policies

Our phased rollout of more inclusive people policies better supports all of our employees. Included in these policies are additional provisions to support women's health through their lives, and stronger support around caring. New and enhanced policies to foster inclusion will continue to be rolled out in 2026.

Addressing Unconscious Bias

We are actively addressing unconscious bias, especially in hiring and talent reviews, and are working with leaders to ensure fair decision-making. Inclusion and Diversity are now integrated into all talent management processes, helping us build more balanced leadership succession pools. Recent senior female hires have further strengthened our leadership pipeline.

Achieving Gender Balance Network

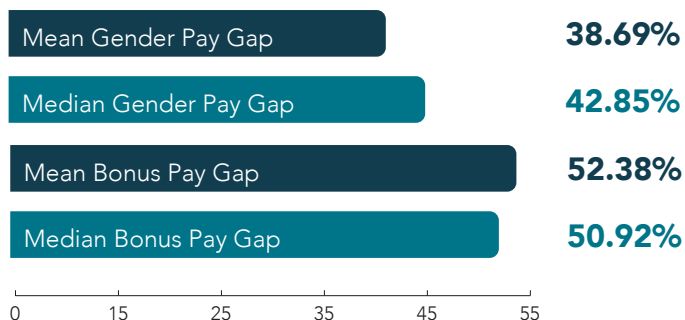
Our "Achieving Gender Balance" network has grown tremendously since its 2024 inception of circa 35 employees, to 113 as at the time of this report. This dedicated group of employees ensures ongoing discussion about topics related to gender balance and creates tangible action steps aligned with our firmwide action plan.

Supporting Women's Career Growth

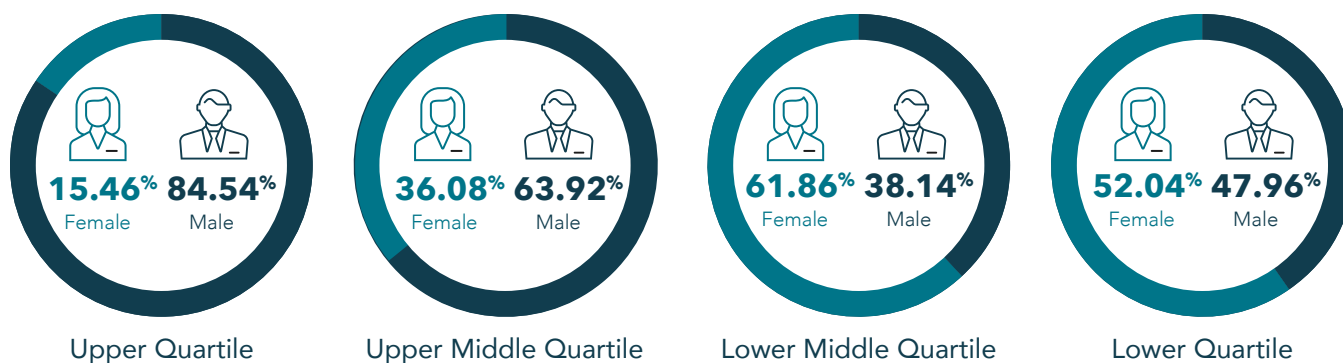
We also provide access to AIB's award-winning "Mentor Her" programme, supporting women's career growth. Looking ahead, we will launch new initiatives for women in leadership, including a sponsorship programme with clear accountability and metrics.

Key statistics

2025 All employees



Pay quartiles



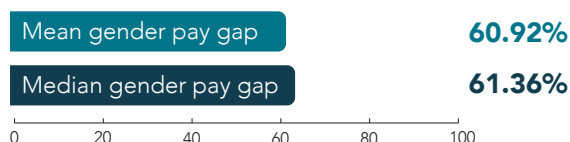
Bonus proportions



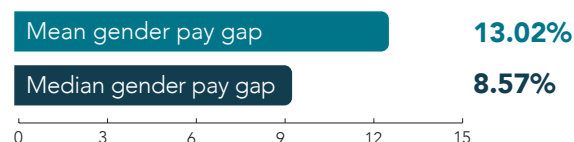
BIK proportions



Part-time employees



Temporary employees



Goodbody Stockbrokers UC, trading as Goodbody, is regulated by the Central Bank of Ireland and Goodbody Stockbrokers UC is authorised and regulated in the United Kingdom by the Financial Conduct Authority. Goodbody is a member of Euronext Dublin and the London Stock Exchange. Goodbody is a wholly owned subsidiary of Allied Irish Banks, p.l.c.