



KBI Global Investors

Gender Pay Gap Report 2025

Snapshot Date June 30, 2025

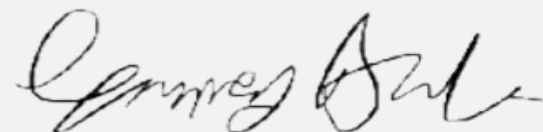


This is the first year that we will report on our Gender Pay Gap for our Irish business. Fostering an inclusive and diverse workforce is a key foundation of our organisational success. Every year, we strive to offer appropriate compensation based on role and performance, and are dedicated to actively reducing our Gender Pay Gap. Our median Gender Pay Gap, our primary gender pay gap measure, stands at **28.6%** .

Our ongoing journey to a more gender balanced workforce and our commitment to increase workforce diversity in the broad sense are underway. The internal Equality, Diversity & Inclusion Committee (EDI), established in March 2021, includes representatives from across different facets of the business, with a focus on embracing and advancing the EDI agenda within the firm.

We are very proud to have obtained our **Silver Investors in Diversity Award accreditation** by the Irish Centre for Diversity in 2022, which is a testament of all our continued efforts for a more inclusive culture and our renewed commitment for the future. The objective of the EDI Committee under my sponsorship is to implement short and medium term initiatives that will help to foster a more diverse environment, while continuing to offer equal opportunities to all, based on meritocracy.

We commit to continuously monitor, analyse and identify any gaps, ensuring ultimately equal pay for equal work across the firm regardless of gender, while we continue to invest in the next generation of diverse talents that will help us to achieve our long-term business plan.

A handwritten signature in black ink, appearing to read "Geoff Blake", written in a cursive style.

Understanding the Gender Pay Gap Numbers - The Definitions for Mandatory reporting



1. Mean Hourly Remuneration: The difference between Mean hourly remuneration of men and women employees expressed as a percentage of mean hourly remuneration of men (*includes ordinary pay plus bonus*).

2. Median Hourly Remuneration: The difference between Median hourly remuneration of men and women employees expressed as a percentage of median hourly remuneration of men (*includes ordinary pay plus bonus*).

3. Mean Bonus: The difference between Mean bonus remuneration of men and women employees expressed as a percentage of mean bonus remuneration of men.

4. Median Bonus: The difference between Median bonus remuneration of men and women employees expressed as a percentage of median bonus remuneration of men.

5. Bonus Distribution: The percentage of all men employees who were paid a bonus and the percentage of all women employees who were paid a bonus (any bonus amount is included in the analysis).

6. Benefits in Kind: The percentage of all men employees who were paid Benefits in Kind and the percentage of all women employees who were paid Benefits in Kind. For the purpose of these regulations, Benefits-in-Kind also includes share options and interest in shares.

7. Overall Pay Levels: The respective percentages of all employees who fall within each of the following: The lower quartile, the lower middle quartile, the upper middle quartile, and the upper quartile (based on ordinary pay plus bonus).

The legislation requires us to report separately on the mean and median hourly remuneration for Temporary and Part -time (P/T) employees as well as for all staff. **However, our sample data for Temporary staff is narrow and therefore findings are not typical of the rest of the workforce.**

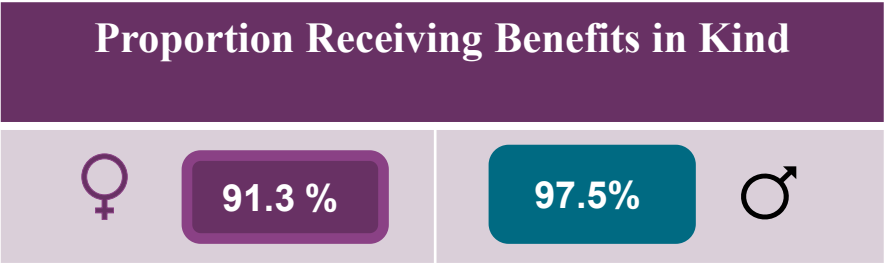
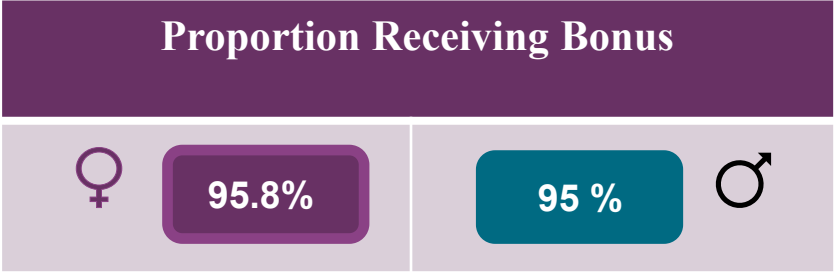
It is important to remember that the gender pay gap **is not the same thing as equal pay** (for equal work), but rather a number that primarily reflects differences in the populations of employees at different levels and in different jobs within the organisation, and ultimately across broader society as a whole.

Gender Pay Gap	Mean (Average)	Median (Middle Ranking)
Hourly Remuneration (All employees)	19.8%	28.6%
Part-Time employees	32.5%	40.1%
Temporary employees	-58.8 %	-58.8%

Hourly remuneration refers to the difference in total earnings (Ordinary pay and Bonus) between males and females on a mean (average) and median (middle ranking) basis.

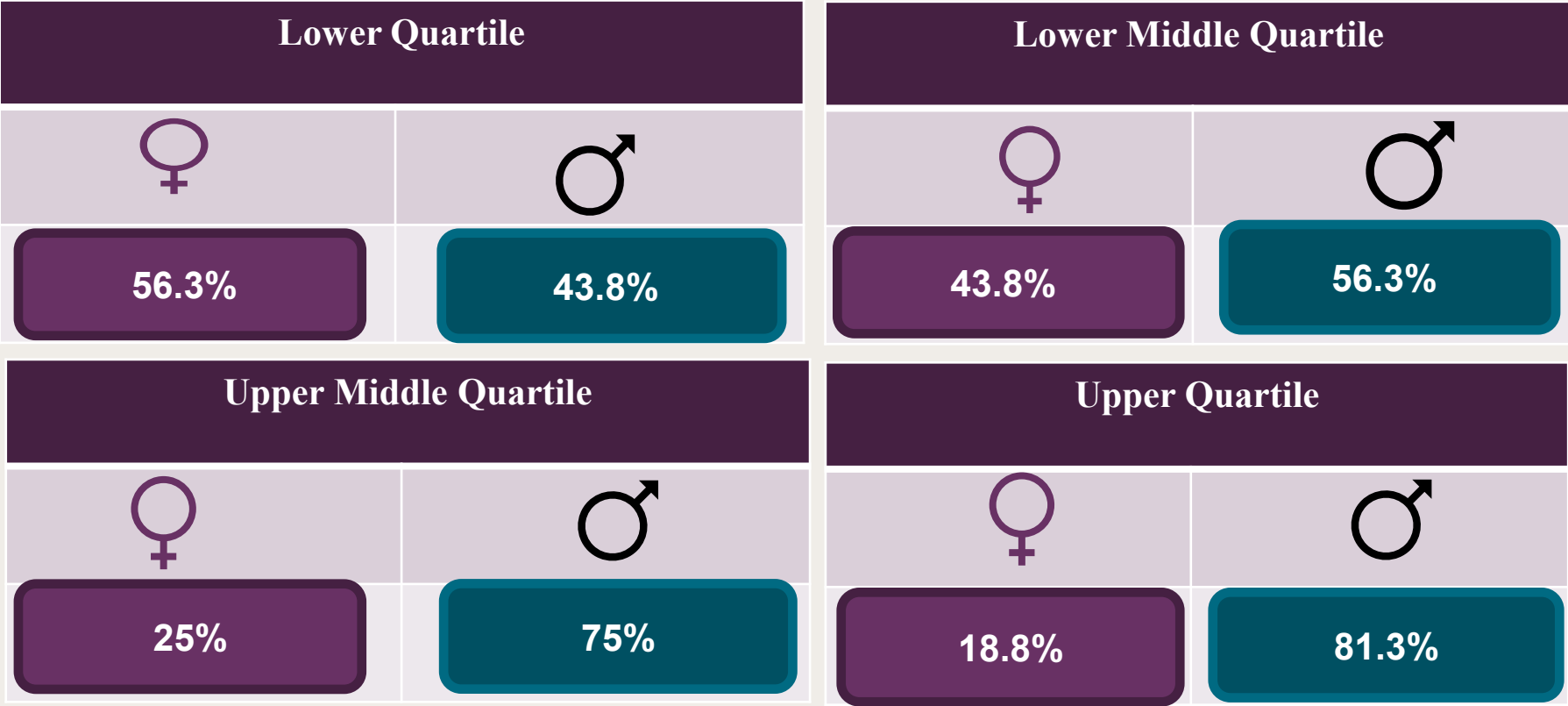
Bonus Gap	Mean (Average)	Median (Middle Ranking)
Bonus Gap (All Employees)	17.8%	26.5%

Bonus gap refers to the difference in total bonuses received between male and female on a mean (average) and median (middle ranking) basis.



*Only new hires that did not complete 12 months service did not receive a bonus in 2025.

*Health insurance benefit as well as option to take Shares is equally offered to all employees in the organisation.



What are pay quartiles?

All companies are required to publish the results of their gender distribution across their range of hourly remunerations pay rates. This is achieved by ranking employee pay rates from highest to lowest and dividing the range of pay into four equal-sized groups that cover all employees. These groups are referred to as pay quartiles. Employees are then positioned in their respective pay quartile, regardless of their gender.

Whilst we acknowledge we do have a Gender 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. Female colleagues are underrepresented in the cohort of the most experienced investment professionals and in Senior/Board roles, despite a continued effort in our recruitment process to be more inclusive. Only **18.8%** of our female colleagues currently sit in the Upper Quartile.

- It is important to note that **Bonuses** are evenly distributed across gender at all levels of the Organisation. Over **95%** of staff (Women and Men) received a discretionary bonus in 2025. Our quantitative bonus model based on Performance can drive high level of remuneration for key roles in the business, those roles tend to be primarily occupied by men historically, deepening our Bonus Gender Pay Gap. At KBIGI, we pride ourselves on our long tenure of staff in the firm, however this makes it somehow more challenging to rejuvenate our gender distribution in the firm overall.
- **Benefits in Kind (BIK)** also shows a roughly even distribution across men and women, even if this is not material in terms of overall Remuneration package. Our standard Benefits package is offered to all employees. Employees can decide to opt out from joining any of the Benefits Scheme provided by KBIGI. For the purpose of these regulations, Benefits-in-Kind also includes share options and interest in shares, which have also been considered under the Benefits in Kind element of the Gender Pay Gap report.
- The number of women taking up **Part-time roles** significantly exceeds men taking up such roles, despite the fact that our flexible working policy is being offered to all employees equally.
- As part of our reported **Temporary data**, we have a very small number of staff including fixed term apprentices. Therefore, the Gender Pay Gap result is not typical of the rest of the workforce. **(-58%)**

Closing the Gap – Key initiatives



Internal Events

- Every year we mark a number of key calendar EDI date such as **International Women/Men's Day, Cultural Diversity, Mental Health, Wellbeing, Menopause** through email campaign and other initiatives around social gathering to raise awareness on important societal topics.



Education Programme

- We have engaged with the **Irish Financial Services (IFS) and IBEC** to become an IFS Apprenticeship Employer and welcomed our 1st IFS Specialist Apprentice on-board for 2 year apprenticeship.
- KBIGI is partnered with the **Business in the Community North Inner City summer work experience program**, which offer students paid summer work experience and exposure to a corporate and asset management working environment.
- We have enrolled some of our female EDI committee members this year to attend workshop on **Advancing Female Leaderships** in Financial Services with IFS Skillnet Ireland and partnered with 100 Women in Finance in 2024 to host an event inviting **University Female Students** to meet onsite with our professionals and get an insight into the roles associated with a career in Asset Management.



Enhanced Family Leave

- Our suite of comprehensive and enhanced Family Leave Policies continues to support our colleagues during times when they may need extra support in their lives with a recent relaunch of our Employee Handbook. The provision of flexible working options and the hybrid working model is assisting us to offer attractive working conditions to appeal to wide pool of external candidates.
- Supports for women returning from maternity leave continue to be provided via dedicated Coaching to facilitate for their transition back into the Workplace after a long period of absence. The introduction of our Sabbatical policy in 2023 has been a great addition to our benefit offering and a recognition of long tenure in the firm.



Employee Survey

- Our first Staff Survey was launched in 2023 through the Irish Centre for Diversity survey and we received our first Silver accreditation based on the results. Since then, we have also empowered our staff through the group annual Employee Survey. We are committed to review, analyse, communicate results and propose initiatives that address those results year on year.



Inclusive Recruitment Process

- The EDI committee worked on a more inclusive Recruitment process to attract wider talent pool at KBIGI.



EDI Committee

- Our EDI Committee plays a vital part in our commitment to continue to drive initiatives to foster a more inclusive culture, while enhancing our employer brand externally, to attract a more diverse pool of talent to the Organisation.
- KBIGI has already achieved in last 4 years a more balanced demographics, with some key achievements in relation of bringing diversification of profiles/background to the Organisation. We have increased our female Board representation from **13% to 33%**, have welcomed global talent **+11%**, and recruited next generation talent **+6%** to join the firm on a permanent or temporary basis through various programmes.



Organisation

- As an Organisation, we commit to continuously monitor, analyse and identify any gaps, aiming ultimately equal pay for equal work across the firm regardless of gender, promoting on the basis of meritocracy, while we continue to invest in the next generation of diverse talents that will help us to achieve our long-term business plan.
- We commit to continue to give a voice to our Staff through our group annual Employee Survey, ensuring that results are shared, discussed and an action plan is agreed to address those results year on year.
- We commit to analyse and monitor every year as part of our Annual Compensation process the portion of Female receiving a salary increase versus the portion of Male receiving a salary increase and review any differences that are identified.
- By 2029, we commit to work towards having a more diverse gender balance, especially in our Middle Upper Quartile and Upper Quartile by driving further development initiatives, while preparing for our next generation of Leaders.