

FIDEURAM  
ASSET MANAGEMENT IRELAND

Gender Pay Gap Report 2025

## Gender Pay Gap Reporting 2025

We, at Fideuram Asset Management Ireland, as part of the Intesa Sanpaolo Group, **believe** in the integrity and sustainability of our actions. We **care** for our customers through the excellence of our products, services and employee behavior. We **create** value and innovation for people, businesses, and communities in all the countries and areas where we operates. We **build** a future fostering sustainable development in favor of the environment, the younger generations and a truly inclusive society.

At FAMI , respect for the individuality and dignity of each person is the foundation for developing a stimulating and inclusive working environment. To this end, Fideuram Asset Management Ireland is committed to:

- adopting recruitment and management methods based on fairness and consistency, with the aim of preventing favouritism, abuse, harassment and discrimination of any kind, ensuring evaluation processes based on fairness and merit, and promoting people’s motivation and career development, while respecting diversity;
- guaranteeing equal opportunities for professional development and growth, access to training programs, refresher courses and the assignment of job positions, right from the candidate selection phase.

We, at FAMI reaffirm our commitment to diversity and inclusion by setting measurable targets to increase female representation within our company. We believe diversity drives innovation and are dedicated to creating an inclusive workplace where everyone can thrive. Together, we are shaping a more equitable future in finance. Our attitude towards positive change and diversity can be reflected in our statements below:



### Our Values

We strongly believe that economic growth and sustainability go hand in hand. We are actively involved in promoting an investment culture based on sustainability and responsibility.



### Responsible Investments

We are active and innovative in proposing solutions that take into account social and environmentally responsible criteria in the investment process.



### Inclusion

We are proud to be a signatory of Ireland’s Women in Finance Charter, promoting gender diversity and inclusion in the financial services sector.

Under the Gender Pay Gap Information Act 2021, we are required to publish our Gender Pay Gap (GPG) report for Fideuram which includes 68 relevant employees. This is FAMI ’s first year meeting the threshold for reporting and and we are delighted to publish our GPG report documenting our metrics, along with some of the key factors that feed into our gender pay gap and the initiatives that we, at Fideuram, are implementing to help mitigate the gender pay gap over time. Currently, FAMI has a much higher male representation within our workforce, leading to the GPG metrics favouring males. We look forward to seeing how our Diversity, Equality and Inclusion (DEI) strategies can help reduce this gap in the coming years.

# Gender Pay Gap Reporting 2025

## Explanatory

### Overview of the legislative obligations

Organisations in Ireland with over 50 employees are required to annually report GPG metrics, the key factors driving the metrics and the measures they are implementing to address it, in accordance with the Gender Pay Gap Information Act 2021, Regulations 2022, (Amendment) Regulations 2024 and (Amendment) Regulations 2025\*.

Employers are required to select a snapshot date in June, and their metrics are calculated based on their data for the preceding twelve months. Fideuram have chosen a snapshot date of 25<sup>th</sup> June 2025.

By the mirror date in November 2025, eligible employers are obligated to publish a report to the new centralised government portal (to be launched in Autumn 2025\*\*), that outlines their GPG across various metrics, the key reasons for their GPG and the DEI initiatives that they plan to enact to help mitigate any gender pay gap over time. FAMI is required to publish its report by the 25<sup>th</sup> November 2025.

\*S.I. No. 264 of 2022, Employment Equality Act 1998 (Section 20A)(Gender Pay Gap Information) Regulations 2022 and S.I. No. 259 of 2024, Employment Equality Act 1998 (Section 20A)(Gender Pay Gap Information) (Amendment) Regulations 2024 and S.I. No. 212 of 2025, Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2025.

\*\* If the government portal is not launched in time for November reporting, we assume that we will be required to publish our report to our company website, in line with previous years requirements.

### Gender pay vs equal pay

Equal pay for equal work is a fundamental principle we follow. Beyond this, we are committed to fostering gender neutrality in our workplace, ensuring the opportunities and rewards are fair for everyone.



**Gender Pay**

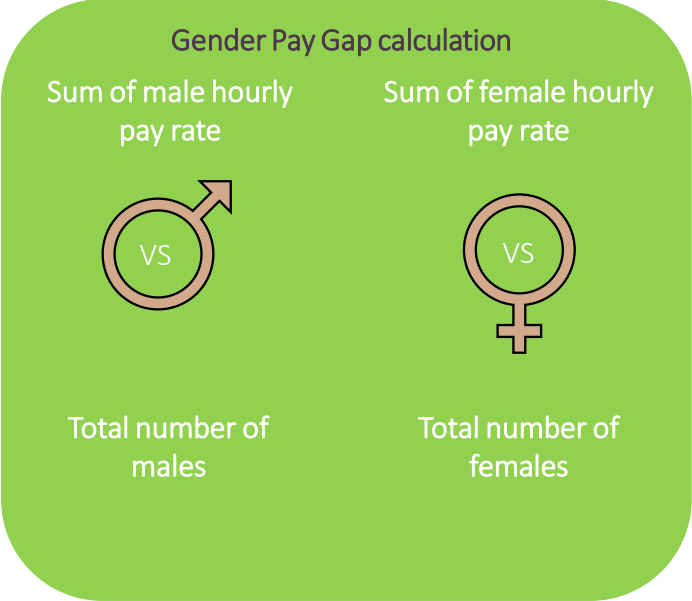
Gender pay is the difference between what males and females are paid at all levels. This is measured by calculating the average earnings of both genders.

**Equal Pay**

Equal pay measures whether males and females are being paid equally for similar work, qualifications, and experience.

### The gender pay gap calculation

The hourly GPG refers to the difference between what is earned, on average (mean and median) by males and females, based on average hourly earnings of all FAMI employees. This process is then replicated for part-time and temporary employees and for bonus metric calculations.



# Explaining the Gap & Solutions

Interpreting the data

## Explaining our gender pay gap

- FAMI has a much higher male representation leading to the GPG metrics favouring males. On average, men occupy a greater proportion of roles across all levels, including those that are higher paid.
- Majority of senior staff are male and occupy positions where performance related remuneration applies. This composition of the workforce is due to majority of male presence within the asset management industry, which, historically, implied a candidates pipeline skewed heavily towards males, in particular for portfolio managers and senior leadership roles.
- Females occupy a higher proportion of the business support roles within FAMI which has resulted in females being positioned in the lower pay quartile, as compared to the overall organisation.
- Not all employees are eligible for bonus within the snapshot period, due to their hiring date. The timing of the increased female hiring during the reporting period has a significant impact on the % of females receiving a bonus which in turn impacts the bonus pay gap metrics.

## DEI Initiatives to mitigate our gap

**Training:** FAMI will focus on providing inclusive career development trainings and offering targeted solutions for women aspiring to leadership roles. To this extent, specific assessments in coordination with FAMI parent company will be carried out to identify development needs and design tailored learning pathways that support both individual and organizational success.

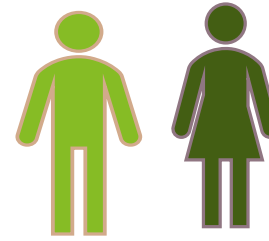
### External commitment and Benchmarking:

- Participation to initiatives fostering women career development as Ireland's women in Finance charter.
- Benchmarking against industry peers to ensure competitiveness and accountability

**Gender balanced hiring slates:** promote adequate presence of qualified women in all steps of the selection process

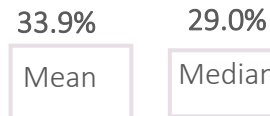
## Metrics

### Gender Split



73.5%      26.5%

### Hourly pay rate



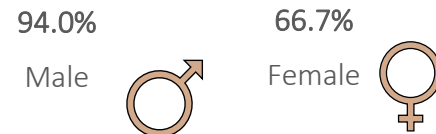
33.9%      29.0%

Mean

Median

On average 33.9% of males have a higher hourly pay rate than females.

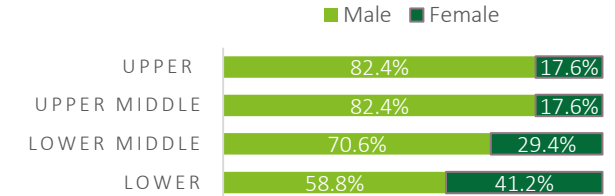
### Bonus Received



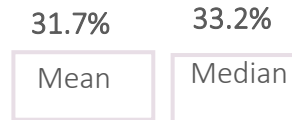
94.0%      66.7%

94.0% of males and 66.7% of females received a bonus in the reporting period.

### Quartile Pay Bands



### Bonus Gap



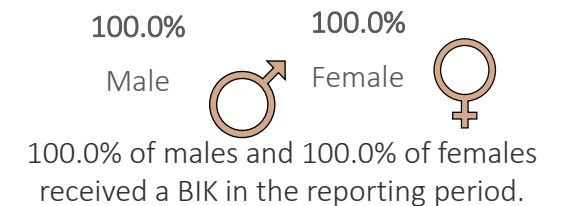
31.7%      33.2%

Mean

Median

The average bonus gap between males and females is 31.7%.

### BIK Received



100.0%      100.0%

100.0% of males and 100.0% of females received a BIK in the reporting period.

*There were no relevant part time or temporary employees in the snapshot period and therefore there are no metrics to report.*

## Gender Pay Gap Information Act 2021 Reporting Requirements for 2025 (snapshot date 25th June 2025)

Gender pay gap fields	June 2025
1. Mean hourly gender pay gap (all)	33.9%
2. Mean hourly gender pay gap (part-time)	-
3. Mean hourly gender pay gap (temporary contract)	-
4. Median hourly gender pay gap (all)	29.0%
5. Median hourly gender pay gap (part-time)	-
6. Median hourly gender pay gap (temporary contract)	-
7. Mean hourly performance related bonus gender pay gap (all)	31.7%
8. Median hourly performance related bonus gender pay gap (all)	33.2%
9. Percentage of employees per gender to receive a performance related bonus remuneration	94.0% (M)
	66.7% (F)
10. Percentage of employees per gender to receive benefit-in-kind	100.0% (M)
	100.0% (F)
11. Percentage of employees within lower remuneration quartile	58.8% (M)
	41.2% (F)
12. Percentage of employees within lower middle remuneration quartile	70.6% (M)
	29.4% (F)
13. Percentage of employees within upper middle remuneration quartile	82.4% (M)
	17.6% (F)
14. Percentage of employees within upper remuneration quartile	82.4% (M)
	17.6% (F)