

Ireland Gender Pay Gap Report 2025

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We believe that a workforce that has equal opportunity and earning ability is a powerful driver for business success. This covers many areas, including gender, which is a key focus area for us.

We understand that gender pay gaps are partly caused by there being too few women in senior positions, and this is something we are continuing to work to address globally at Computershare. We have a policy of promoting on merit and ability, regardless of background. Our policies reflect this and we have a long-term strategy of internal changes to address the pay gap.

Progress so far against our internal targets

We focus on employee-related initiatives across the business including our fairness and culture work. As part of this, we have continued to run internal professional networking and resource groups for women in the EMEA to help learn, share, connect and grow.

We continued to review and enhance our recruitment processes, helping to ensure we strip out any unintentional bias in our advertising. We require that every new role is advertised internally and that there are no internal barriers to people applying for roles. On top of this, our hiring managers have been given improved guidance in recruitment practices, including being aware of unconscious bias.

We have encouraged workplace learning and development with all line managers having the opportunity to complete in-depth leadership development courses in how to manage and coach their teams effectively, and around our expectations on good management practice. We have been running self-nominated talent and mentoring programmes to support our talented people to develop their careers.

We have introduced more flexible working options and as a result we have seen an increase in formalised flexible working arrangements.

What are we planning to do next?

We will review our data on a continuous basis to ensure we are working towards a gender pay balance; continue to evaluate employee opinion of Computershare's progress, with the aim of increased scores in our annual employee survey.

Overall results

Computershare Investor Services (Ireland) Limited	2025 median pay % difference	2025 mean pay % difference
All employees, difference in pay of men and women, expressed as a percentage	16.9%	18.8%

Part-time employees, difference in pay of men and women, expressed as a percentage				-206.9%		-206.6%	
Temporary contracts, difference in pay of men and women, expressed as a percentage				-10.0%		-10.0%	
The difference in mean bonus pay, expressed as a percentage						58.7%	
The difference in median bonus pay, expressed as a percentage						54.8%	
The proportion of men and women who received bonus pay						Women 66.7% Men 77.3%	
The proportion of men and women who received benefits in kind						Women 76.2% Men 63.6%	
The number of men and women in each four quartile bands						See below**	
Quartile 1		Quartile 2		Quartile 3		Quartile 4	
Female	Male	Female	Male	Female	Male	Female	Male
62.5%	37.5%	62.5%	37.5%	68.8%	31.3%	68.8%	31.3%

****Quartile 1 represents the top quartile and therefore the highest salaries, quartile 2 represents the upper middle quartile, quartile 3 the lower middle quartile and quartile 4 the lowest quartile and the lowest salaries.**