

Gender Pay Gap 2025 Report

Reporting Framework:

Snapshot Date: 30 June 2025
Reporting Period: 1 July 2024 – 30 June 2025
Scope: Deutsche Börse Group, Cork Branch¹
Objective: Continuous improvement of gender pay gap through groupwide strategies.

Deutsche Börse Group including the Cork Branch aims to be a pivot of excellence where tolerance, mutual respect and appreciation foster innovation and growth. As part of our commitment to gender equality, Deutsche Börse Cork Branch welcomes the opportunity to continue to publish its Ireland Gender Pay Gap report, in accordance with the Irish Government's criteria.

Measuring a gender pay gap is not the same as measuring equal pay. Gender pay looks at the difference in the average pay between all men and all women, regardless of their role or seniority. Equal pay, on the other hand, is the difference in pay for the same role, or similar work of equal value. We conduct regular and consistent reviews of pay levels across all comparable roles in the business to ensure that men and women are paid equally for doing equivalent jobs with similar levels of experience and skill.

Data

Quartiles

	Male	Female
Lower	81%	19%
Lower Middle	62%	38%
Upper Middle	67%	33%
Upper	90%	10%

The quartiles split our employees into four equal groups ranked from the highest to lowest rate of pay and show the relative percentage headcount of each gender in those groups.

Mean and Median Hourly Remuneration Gender Pay Gap

	MEAN Hourly	MEDIAN Hourly
All Employees	9.01%	4.90%
Temporary Employees	12.16%	-1.66%

The gender pay gap is the difference between the hourly rate of pay of male and female employees. The figure is expressed as a percentage of male pay.

Mean and median Gender Bonus Pay Gap

	Bonus MEAN	Bonus MEDIAN
All Employees	19.27%	2.46%

A gender bonus gap is the difference between the

¹ Scope differs from previous years as updated legislation requires organizations with over 50 employees to report their Gender Pay Gap. Therefore, two separate legal entity reports are being published in 2025 rather than one Cork location report.

bonus paid to male employees and that paid to female employees. This is expressed as a percentage of the bonus paid to male employees.

Our gender pay gap is influenced by a greater proportion of men than women in senior, higher-paid roles. While not a like for like comparison given the change in reporting this year, we are encouraged by the continued reduction in the mean and median salary and bonus gaps, which was driven by a number of factors, including an increase in the representation of women in higher earning positions compared to previous years. Analysis of our gender pay gap for part-time employees has not been published as there is a non-reportable number of part-time employees and the gender does not differ in this group. The pay gap for the Temporary Population is influenced by a higher population of males than females in this cohort.

Bonus and Benefit-In-Kind Proportion

	Male	Female
Bonus	87.10%	71.43%
BIK	80.65%	71.43%

All Ireland employees have an equal opportunity to participate in our incentive programs, and we actively monitor, and review decisions made in our annual pay-for-performance cycle. All Ireland employees have an equal opportunity to participate in our benefits program upon meeting eligibility criteria. Benefits-in-kind include any non-cash benefit of monetary value provided to an employee. This would include the provision of voluntary health insurance and share purchase schemes.

Continuing to Address the Pay Gap

We continue to take steps across the organization to address the gap, including talent development, external partnerships, employee resource groups, supportive leaves and flexible working policies, and inclusive recruitment:

Talent Development and Training:

- We have an array of Inclusion & Equal Opportunity training available to all employees, as well as focused training for all managers on inclusive leadership as part of our Leadership Principles. We carry out focused succession planning, alongside internal and external mentoring and training programs.

External partnerships:

- We are a proud signatory of Ireland's Women in Finance Charter since 2023, indicating our commitment to championing industry-wide gender diversity transformation. We actively promote diversity across the financial services industry through thought leadership, best practice sharing and peer collaboration forums.

Councils / Resource Group:

- The Inclusive Workplace Council drives the Inclusion & Equal Opportunities strategy of Deutsche Börse Group. Its members represent all colleagues within our one global team and are committed to creating a welcoming and appreciative work environment and fostering a culture of openness and tolerance. The focus of the Council is to drive Group-wide Inclusion & Equal Opportunities initiatives and achieve measurable progress to achieve this goal.
- Employee led local internal networks continue to provide a space for colleagues to have their voices heard, helping to increase engagement, inclusion and ensuring appropriate supports are considered and made available for all colleagues.

Supportive Leaves and Flexible Ways of Working:

- We recognize the need to support our employees through significant life events. We encourage all employees to take advantage of the comprehensive family and carers leaves available and offer

flexible and accommodating patterns. We support working parents through family-friendly practices including the Parent Buddy Program, our onsite family room, and Family social days.

- We are dedicated to our hybrid working model under our Trust at Work and Work from Abroad policies. This caters to the diverse needs of our workforce and offers our employees a work-life balance.

Recruitment:

- The greatest opportunity for impacting diversity is our hiring. We continue to implement best in class hiring practices with increased transparency and objectivity and enlarging the pool to be considered for a position to make sure we are connecting to as wide a candidate base as possible.
- We are committed to ensuring a minimum standard for diversity on interview panels to make sure our interviewers are representative of the workforce we are seeking to attract.

We are proud of our current Inclusive & Equal Opportunity initiatives, but recognize more work is needed. We are aware that meaningful results arise from sustained action over time. We continue to foster and encourage engagement on this topic, and welcome further discussion and ideas on this topic from everyone.

Appendix

Useful definitions

Gender pay gap

A gender pay gap (mean or median) is the difference between the hourly rate of pay of male and female employees. The figure is expressed as a percentage of male pay.

Gender bonus gap

A gender bonus gap (mean or median) is the difference between the bonus paid to male employees and that paid to female employees. This is expressed as a percentage of the bonus paid to male employees.

Proportion of employees that receive a bonus

This calculation shows the proportion of employees (male and female) that receive a bonus during the reporting year.

Percentage of male and female employees in each quartile of the pay distribution

This information reflects the balance of employees in four pay quartile brands. The bands are established by listing all employees from the lowest hourly pay rate to the highest and dividing the entire workforce into four equal parts. Once the quartiles are established, the proportion of male and female employees in each is calculated.

Mean

A mean average is calculated by adding up the pay of all relevant employees and dividing the figure by the number of employees.

For example, the mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

Median

The median is the figure that falls in the middle of a range when the pay of all relevant employees is lined up from smallest to largest.

For example, the median gender pay gap is calculated based on the difference between the employee in the middle of the range of male pay and the middle employee in the range of female pay.

Hourly Pay

This includes total remuneration per hour i.e., salary, bonus, any payments processed divided by the hours worked during the snapshot period.

Additional Information

Employees may find additional information relevant to certain code provisions in the form of more detailed internal policies available on the Intranet of Deutsche Börse Group. This platform also will be used to inform employees about relevant changes to this code. In addition, the current version of this code of business conduct will be made available on the Group's website under [deutsche-boerse.com](https://www.deutsche-boerse.com) > [Responsibility](#) > [Sustainability](#) > [Our policies and guidelines](#).

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