

Gender Pay Gap

Amundi Ireland 2025

Amundi
Investment Solutions

Trust must be earned

Foreword

Amundi Ireland's gender pay gap continues to narrow, year on year, which is an indicator that our efforts are having a positive impact. The mean gender pay gap has again reduced since 2024 to 32%, a reduction of 9% since we first started reporting it in 2022.



Whilst this is good news, I must acknowledge that the Investment Management industry overall, must continue to attract more women into the profession. Morningstar reports that just under 13% of portfolio managers globally are female.¹

I am heartened to see that our gender distribution has shown a significant improvement with women representing 50% of new hires. A year-on-year improvement of 12.5%. We continue to actively work on addressing the challenge of achieving gender parity in our industry and we have many initiatives at Amundi, as well as industry wide.

It is worth repeating that our pay gap is not a result of males and females being paid differently for performing comparable roles. The pay gap remains a result of the underrepresentation of women in higher-paid roles such as senior management and portfolio management.

Some of our initiatives to help us improve female representation across the organisation include:

Succession planning

Our annual succession planning includes a deep dive into each function to identify female talent for future development opportunities.

100 Women in Finance Early Careers

We recently had the pleasure of co-hosting an event with the 100 Women in Finance Early Careers committee, introducing and promoting the various career opportunities in the financial services industry.

Leadership Programme

Amundi Tomorrow is a global development programme which helps build, develop, retain and prepare our leaders of the future. We are delighted to have 61% female participation in this programme at Amundi Ireland.

Coaching

Returning to work following maternity leave or after a career break can be a challenging time. We provide coaching to our female staff to support them with this transition back to work.

Through these programmes and in partnership with industry-led initiatives, we continually endeavour to encourage and attract women into the investment management industry. Gender parity is and will continue to be a key strategic priority at Amundi Ireland.

A handwritten signature in black ink, appearing to read 'David Harte'.

DAVID HARTE
CEO, AMUNDI IRELAND

¹ <https://www.morningstar.com/sustainable-investing/women-account-smaller-percentage-managers-today-compared-with-2002>.

2025 gender pay figures

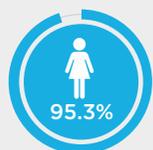
Gender distribution



Gender pay gap	Mean	Median
Hourly pay	32.0%	24.3%
Bonus	56.0%	25.9%
Temporary employees	-19.5%	-0.1%
Part-time employees	26.8%	23.5%

Pay quartiles	Female	Male
Upper quartile	22.0%	78.0%
Upper middle quartile	36.3%	63.7%
Lower middle quartile	31.9%	68.1%
Lower quartile	50.5%	49.5%

Proportion receiving bonus



Proportion receiving benefits in kind



What is a gender pay gap

The gender pay gap measures the difference in hourly pay between men and women across a company. It is distinct from unequal pay, which refers to paying individuals differently for the same role based on gender and is prohibited under The Equality Act 2010.

Median: Calculated by finding the midpoint of all male and female employees hourly pay and comparing the difference between the two.

Mean: Calculated by finding the average of all male and female employees hourly pay and comparing the difference between the two.

Pay: Includes basic salary, overtime, performance related bonuses and other monetary payments.

What are we doing

Reducing the gender pay gap and achieving gender balance requires a comprehensive approach. At Amundi Ireland, we are committed to creating an inclusive environment that supports women's entry and career progression within the investment management industry. Our efforts begin with education and representation, as we actively engage with secondary schools and universities to inspire more women to pursue careers in the sector. This outreach extends from early secondary school students to postgraduate levels, ensuring we promote gender equity at every stage of the educational journey.

We are equally focused on supporting our existing female employees by prioritising investment in training, education, and development. Succession planning is a key component of this strategy, as we aim to

prepare more women for leadership roles. Our strong focus on attracting female talent from school or university has led to a dramatic increase in female representation across our Internship programmes with 80% females in our investment management division and 48% across the organisation.

Our commitments

We will continue to incorporate diversity across all areas of our business and to work on reducing our gender pay gap. To achieve this, we will place a focus on investing in our people, working with industry partners to improve female representation in historically male-dominated roles and to reporting and monitoring the success of our initiatives and adapt as need.

Achieving gender balance is a long-term challenge, but we are committed to making steady progress.