

Gender Pay Gap

Report 2025



ptsb

Altogether
more human

PTSB's Gender Pay Gap Report 2025



Our approach to Pay and Reward

When considering matters relating to Gender Pay, it is important to emphasise that a core principle of PTSB's approach to Pay and Reward is ensuring that all employees, regardless of gender, age, ability, disability, or social or ethnic background are remunerated fairly, and that no differentiation exists in the pay of any individual because of any of those factors. PTSB welcomes the introduction of the EU Pay Transparency directive, which strengthens the principle of equal pay for work of equal value and supports us in eliminating gender bias in pay decisions, we are actively preparing to be fully compliant by 2026.

At PTSB, we believe fair and transparent pay practices are central to building a sustainable inclusive organisation. Our approach to Pay and Reward is focused on the below principles.

- **Equal pay for equal work** – ensuring colleagues performing the same work of equal value receive equal pay, regardless of gender or any other characteristic
- **Fair, simple and consistent process** – using salary grades, external market benchmarks and robust governance to guide equitable and transparent pay decisions

We recognise that Gender Pay is not the same as equal pay. Gender Pay reflects the distribution of women and men across different levels, functions, and roles within PTSB. Like many financial services organisations, our gap is influenced by female representation at senior leadership levels and the concentration of women in specific roles.

Our focus therefore goes beyond compliance. We are committed to:

- Improving representation of women in leadership and across all areas of our business
- Embedding inclusive practices in recruitment, promotion, and talent development to ensure opportunities are open to all
- Building a diverse female talent pipeline by investing in early career programmes, mentoring and leadership development
- Challenging ourselves through regular monitoring of “people” metrics and external market insights and benchmarking



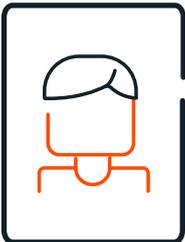
What is the Gender Pay Gap?

The Gender Pay Gap is the difference between the average gross hourly earnings of all men and the average gross hourly earnings for all women in an organisation, regardless of the nature, experience, qualifications or working pattern of their jobs. It is important to note that gender pay is not the same as equal pay which instead refers to the provision of equal pay for work of equal value.

The Mean Gender Pay Gap – How is it calculated?



The Mean Gender Pay Gap is **calculated with reference to the mean (average) hourly wage** in place across the entire organisation.



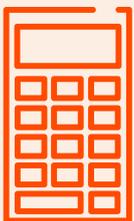
To calculate the Mean for males within PTSB, the sum of all of the hourly rates paid to men was divided by the total number of men working in the organisation.



The same calculation is performed for female employees.

The Median Gender Pay Gap refers to the middle value when all values are placed in ascending or descending order.

How is the GPG calculated?



The manner in which the Gender Pay Gap is calculated and reported is set out in the legislation. The legislation requires PTSB to pick a date in June 2025 as a reference point (our “snapshot date”), and then publish details of the Gender Pay Gap as it exists for all colleagues who were employed by PTSB and considered to be relevant employees, as per the Regulations, on the snapshot date. The Gender Pay Gap is expressed as a percentage of men’s earnings.



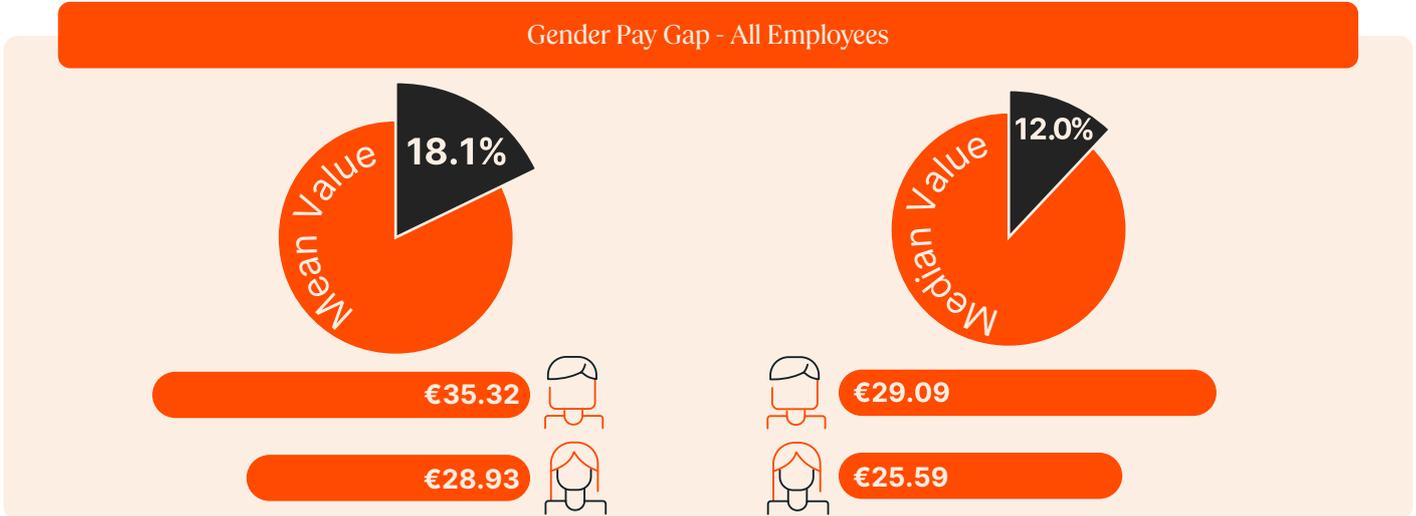
For the purposes of this report, we chose **30 June 2025 as our snapshot date** and have calculated relevant rates of pay with reference to amounts paid to relevant individuals over the preceding 12 months.



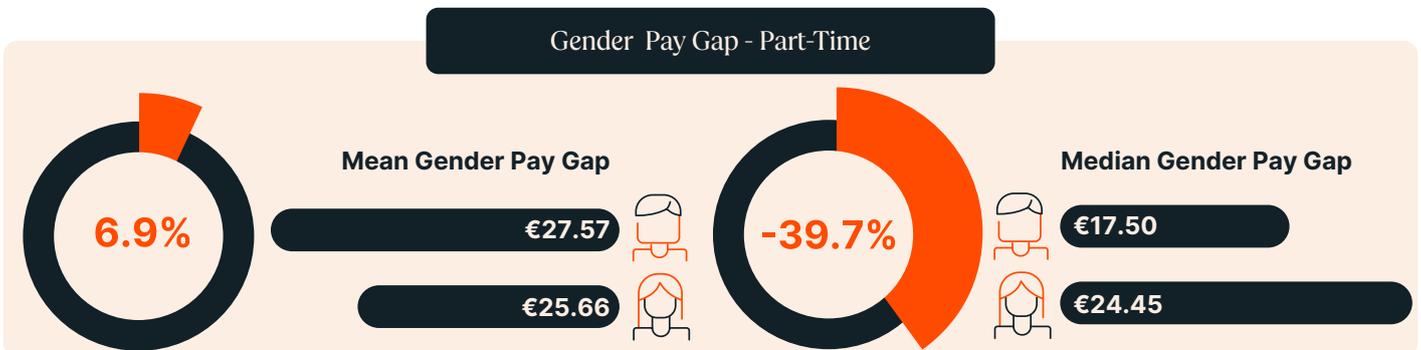
It is worth noting that legislation requires that the Gender Pay Gap review is conducted using binary genders of male and female only. We continue to encourage colleagues to update us with more accurate details of their actual gender.

The Mean and Median Gender Pay Gap for PTSB in 2025

For the 2025 snapshot date, our mean gender pay gap was 18.1%, with average hourly remuneration of €35.32 for males and €28.93 for females. The median gender pay gap was 12.0%; the median hourly remuneration for males was €29.09 and the median hourly remuneration for females was €25.59. By both measures, the Gender Pay Gap has increased versus the previous year.



PTSB's gender pay gap continues to be driven by representation at senior levels. We remain committed to addressing this through encouraging female participation in graduate and leadership programmes, targeted career development initiatives, and continuing to promote and support our flexible working policies.



Among part-time colleagues, the mean gender pay gap was 6.9%, while the median pay gap was -39.7%. For colleagues on temporary contracts, the mean gender pay gap was 26.4% and the median 5.2%.



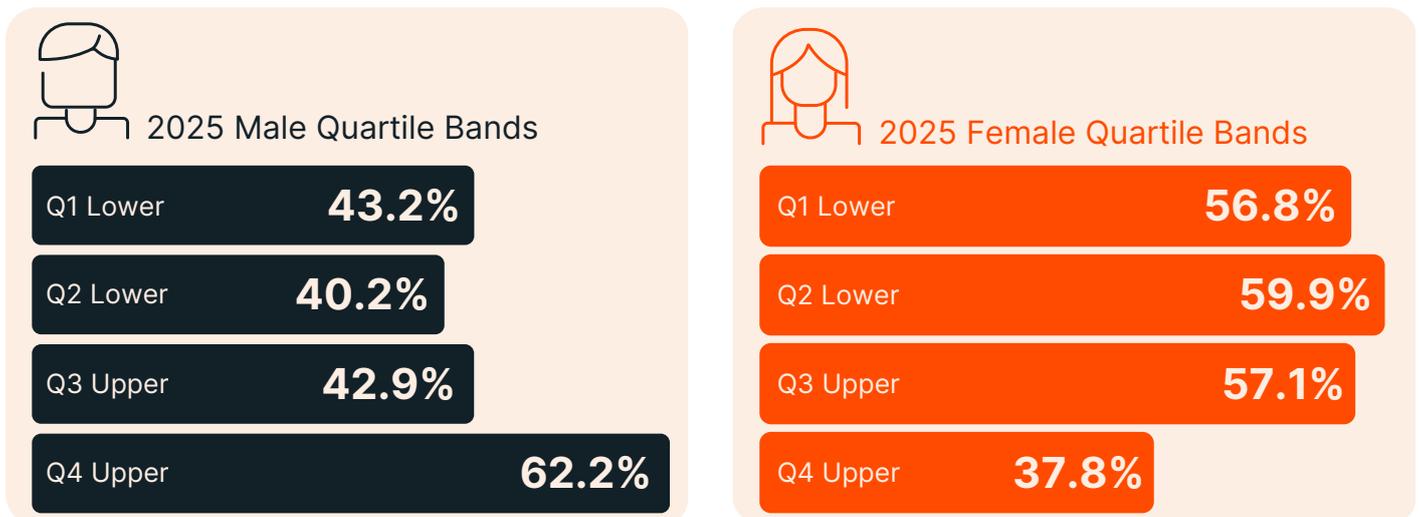
Female Participation Rates and the GPG

Our ability to support female colleagues as they progress their careers with PTSB is a key component of our colleague proposition.

Female colleagues in PTSB tend to access flexible and part-time working arrangements more than male counterparts; or, in some cases choose to leave our workforce, either temporarily or permanently, to undertake parental caring responsibilities.

We see this flexibility as a key support to women seeking to balance career and personal priorities while remaining connected to the organisation.

When we analyse our gender pay rates in more detail, we note that the majority of colleagues in the lower three pay quartiles are women and the majority of colleagues in the upper-most pay quartile are men. The following chart illustrates the distribution of female and male colleagues by pay quartile:



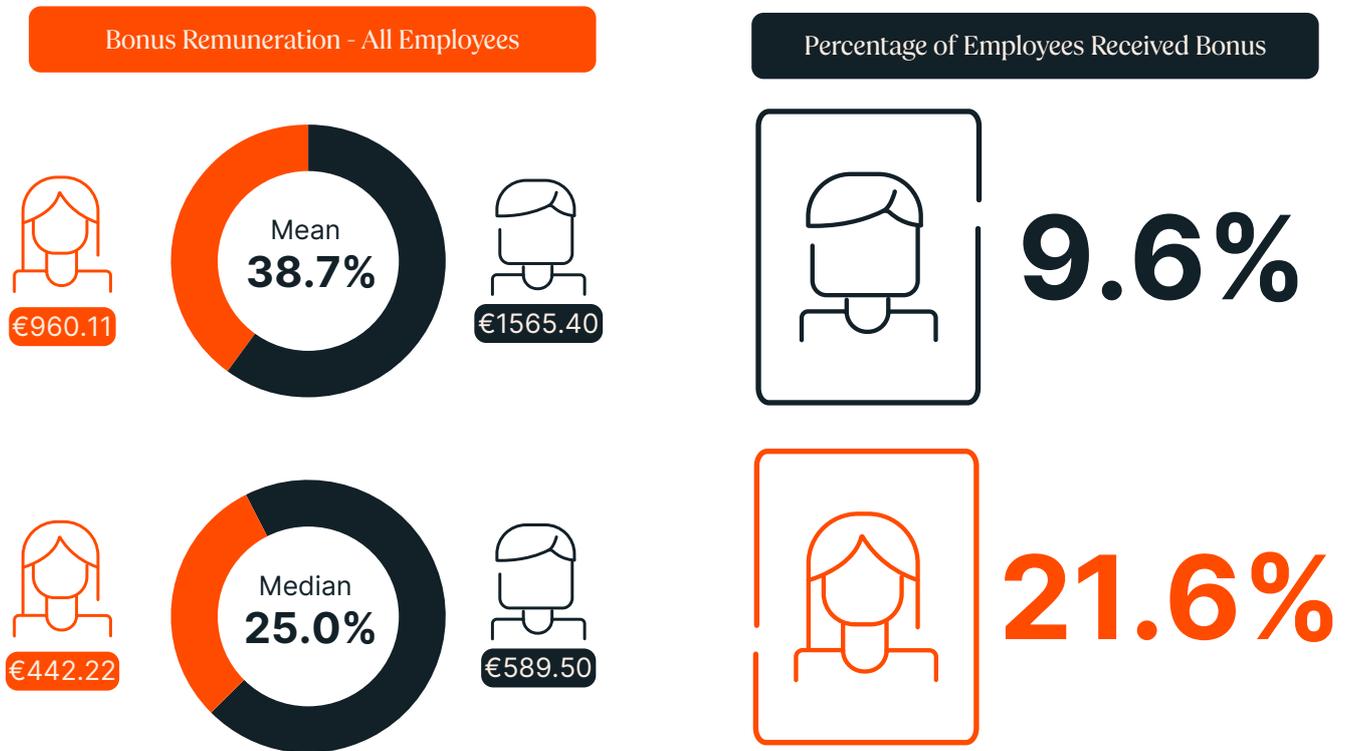
The Bonus Pay Gap

The only cash-based variable remuneration scheme in place is for branch-based staff in the Retail Banking Division and is used to promote the development of personal banking relationships with our customers by rewarding performance in relation to: (i) customer satisfaction; (ii) individual conduct; and (iii) activity.

In 2025, under the terms of the scheme, 9.6% of male colleagues received a bonus compared to 21.6% of female colleagues. This reflects the higher proportion of branch-based colleagues who are female.

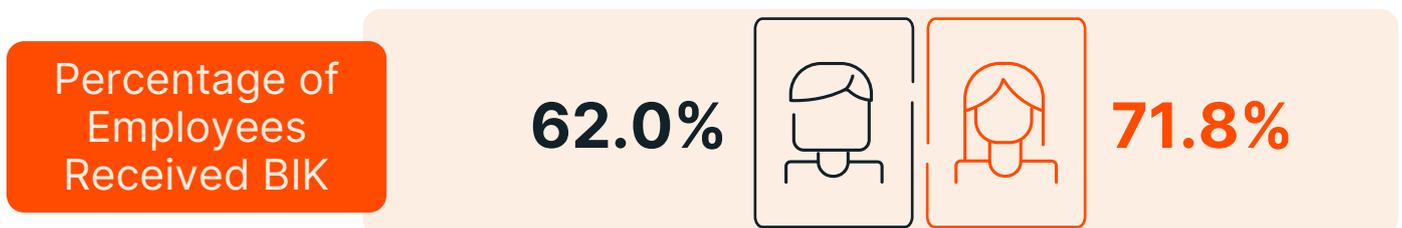
The mean bonus pay gap was 38.7% with males receiving an average bonus of €1565.40 compared to €960.11 for females. This represents an increase of 7.2 percentage points from 2024. The median bonus pay gap was 25.0% and was unchanged from last year with median male bonuses of €589.50 compared to €442.22 for females.

PTSB's bonus pay gap continues to reflect the structure of historic bonus schemes which apply only to certain frontline and branch roles, alongside a higher proportion of male colleagues in managerial roles where bonus opportunities are greater. While differences in bonus amount persist, eligibility and participation rates showed that a larger proportion of female colleagues received a bonus in the period, consistent with their representation in customer-facing positions.



Benefit in Kind (BIK)

In 2025, 71.8% of female colleagues and 62.0% of male colleagues received a benefit in kind. This compares to 94.5% of females and 91.3% of males in 2024.



Summary analysis of our 2025 GPG (snapshot date 30 June 2025) is as follows:

Hourly Remuneration Pay Gap	2025		2024	
	Mean Gender Pay Gap %	Median Gender Pay Gap %	Mean Gender Pay Gap %	Median Gender Pay Gap %
All Employees	18.1	12.0	16.9	11.6
Part-Time Employees	6.9	-39.7	-17.0	-38.6
Temporary Employees	26.4	5.2	7.9	0.3

Bonus Remuneration Pay Gap	2025		2024	
	Mean Gender Pay Gap %	Median Gender Pay Gap %	Mean Gender Pay Gap %	Median Gender Pay Gap %
All Employees	38.7	25.0	31.5	25.0

Bonus & Benefit in Kind (BIK)	2025		2024	
	Males %	Females %	Males %	Females %
Percentage of employees received Bonus	9.6	21.6	10.2	23.3
Percentage of employees received Benefits-In-Kind (BIK)	62.0	71.8	91.3	94.5

Quartile Pay Bands	2025		2024	
	Males %	Females %	Males %	Females %
Lower remuneration quartile (first quartile)	43.2	56.8	44.3	55.7
Lower middle remuneration quartile (second quartile)	40.2	59.9	40.7	59.3
Upper middle remuneration quartile (third quartile)	42.9	57.1	42.3	57.7
Upper remuneration quartile (forth quartile)	62.2	37.8	61.8	38.2



Our GPG Action Plan

PTSB remains committed to taking action to ensure a more inclusive working environment for all. Maintaining focus over the long term is key to our future success and we have put in place an action plan (outlined below) which focuses on four key pillars.



- Expanded leadership development programmes including the Leadership Academy and 'Emerge' High Potential Leadership Program, ensuring 50% female participation throughout.
- Collaborate with the IOB on the 'Inside Out' program for high potential female managers, with proven strong retention and promotion rates.
- Continue to develop career frameworks to support colleagues who wish to benefit from promotional opportunities or other moves across the business – these frameworks help with succession planning as future leaders and high potential colleagues are identified and developed aligned to their personal development plans.



- Achieved Investors in Diversity Gold re-accreditation in 2025, with an improved Inclusion Score surpassing both National and Financial Services benchmarks in Ireland.
- Continue to support initiatives like the Business in the Community Elevate Pledge, Women in Finance Charter, 30% Club, and EY's Triple Female Fast Forward mentoring programme to promote gender diversity.



- Continue to support flexible work options such as hybrid, reduced hours and compressed schedules, and flexible start/finish times to support work-life balance and enhanced flexibility, aimed at attracting and retaining diverse talent across PTSB.



- Unity Network established to bring together our five ERGs and promote collaboration, innovation, support & intersectionality.
- Over 500 female colleagues completed the Balance ERG mentoring program.
- In 2025, 50% of our new Graduates were female across all disciplines, enabling us to build out our emerging talent model for the future.

ERGs - Employee Resource Groups



ptsb

Altogether
more human