

Cantor Fitzgerald Ireland

Gender Pay Gap Report 2024



1. Introduction

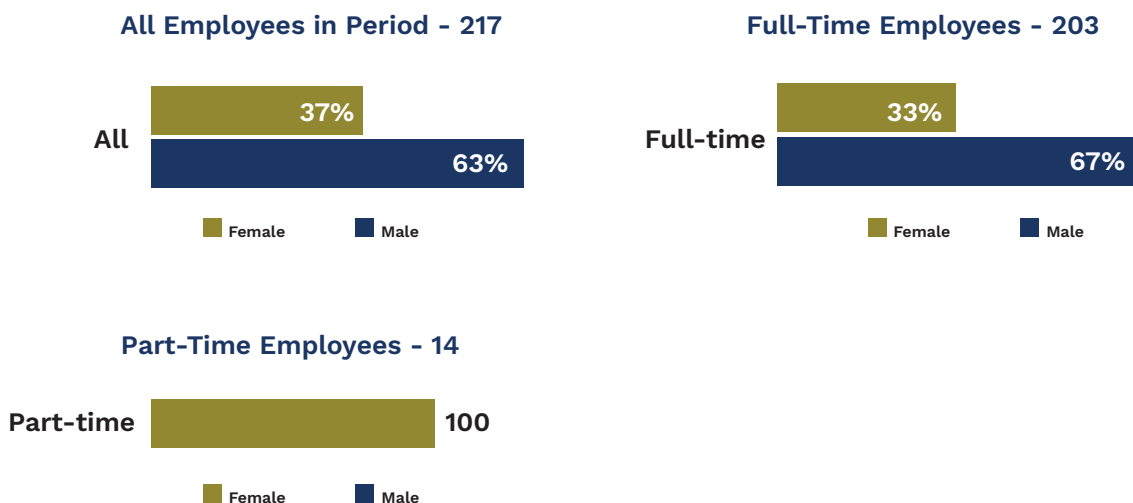
The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland and requires organisations to report on their hourly gender pay gap. This is Cantor Ireland’s first required reporting under this legislation, so this will be our benchmark year.

Our mean Gender Pay Gap is **40.93%**, and median gender pay gap **40.37%**, - both in favour of men. This is the difference between the hourly rate of pay of men and women, expressed as a % of the pay of men. The mean and median gender pay gap for temporary employees is **-0.95%** and **-1.71%** respectively in favour of women. The hourly rate of pay includes base salary, allowances and bonus remuneration.

The primary reason for our gender pay gap is our organisational structure. Overall, 63% of our reportable population are males and 37% are females. It is evident that there are significantly more males than females represented in the Upper Middle and Upper pay quartiles. Having more women in senior roles will assist in creating diverse views and leadership styles that women bring to these positions. We aim for a leadership that mirrors the diversity we aspire to see across the firm.

2. Employment Profile

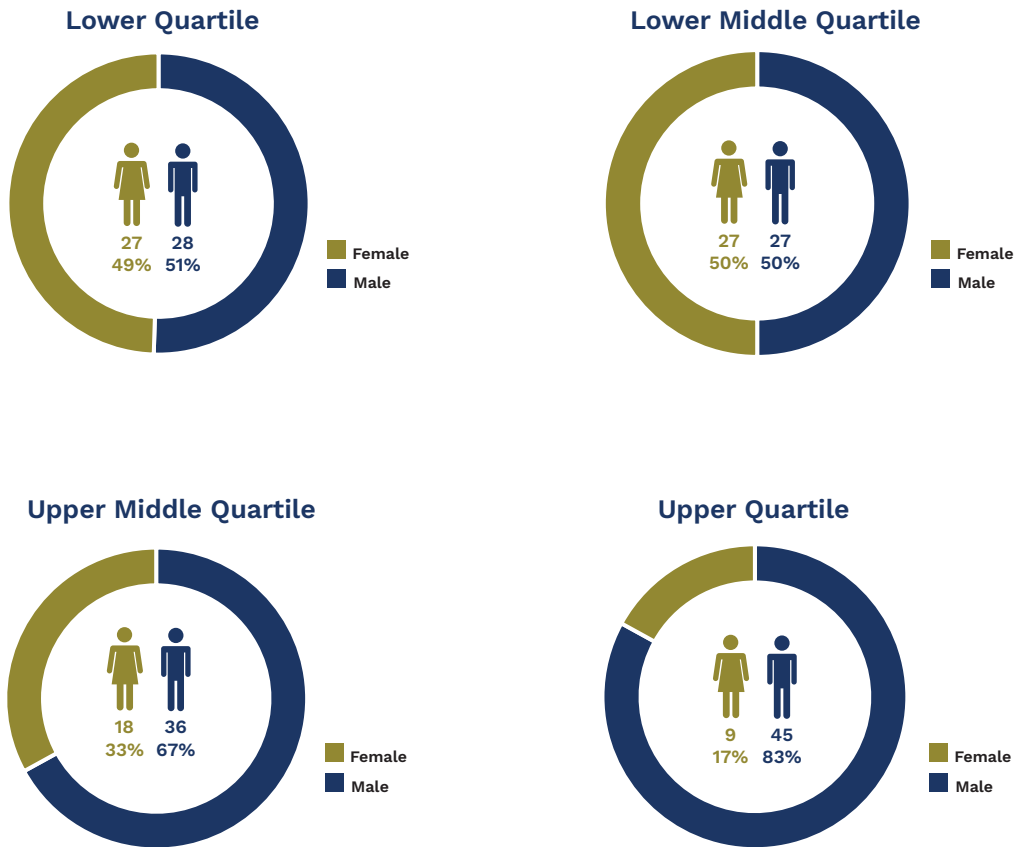
On 30th June 2024, there were 217 employees in Cantor Fitzgerald Ireland (CFI): Breakdown as follows:



3. Gender Breakdown by Quartile:

Employees were organised into quartiles, equal in numbers, based from lowest to highest hourly remuneration of all male and female full-time employees (lower, lower middle, upper middle and upper.) The proportion of males and females in each quartile is then calculated. Within our firm, as seniority increases, female representation decreases. This

is reflected in our upper quartile representation. The pay gaps are likely to persist until there is a more balanced representation of males and females at every level in the firm but particularly at more senior levels, where potential reward is greater.



4. Gender Bonus Gap

Our mean and median bonus gap are 66.62% 61.11% respectively in favour of men.



78% of males were in receipt of a bonus in the period (July 2023 to June 2024). In the same period, 81% of females received a bonus.

5. Analysis

Reasons for the differences relating to remuneration that are referable to gender

We have identified that the core gap is the unequal distribution of males and females in our senior roles. We will continue to focus on efforts to drive proportionate representation of males and females at all levels in the firm starting with our Senior Leadership Group and other senior roles in the firm. There is also currently a disproportionate amount of male employees in key client facing and market facing roles.

6. Our Commitment:

As a firm, we continue to be committed to ensuring the following key areas in our firm:

Recruitment

Our aim to be recognised as a thought leader for attraction, recruitment and selection, and lead in the development and actively support recruitment related networks for minority, marginalised and underrepresented groups.

All job opportunities are boarded internally first to ensure that a fair and equal process is followed throughout. Unconscious bias training has been rolled out to all staff to increase awareness and knowledge on its impact for recruitment and which incorporates equality, diversity and inclusion (EDI) training.

Enabling an Inclusive & Flexible Work Environment

Cantor is committed to flexible working practices that allows colleagues to balance their professional and personal commitments effectively. This not only helps in retaining talent but also makes CFI an attractive employer for a diverse workforce. In 2024, the firm launched its Work life Balance policy.

30% Club & other initiatives to support female representation as senior level.

Participate in the mentorship program and build it out as part of our 2026 In-house programme.

Equality, Diversity and Inclusion

One of the key priorities of the firms' People Strategy' is to "Promote a positive inclusive workplace culture". The goal is to engage with colleagues through workshops and surveys to identify opportunities to deliver initiatives that continue to promote EDI so that we can have a more equal and diverse work environment. On the 'snapshot' date (30/6/24) the firm's Executive Committee (EXCO) had a 57%/43% (4/3) split in favour of females.

In 2024, two networking resource groups have been initiated with the aim of promoting a culture of diversity and inclusion in the workplace – Women's Network and Multicultural Network. The Women's Network is committed to empowering female colleagues across the organisation by fostering their professional growth, leadership, development and career advancement. Through mentorship, networking opportunities, and advocacy, they aim to create an inclusive environment where women can thrive, contribute fully and achieve their potential at every level of the Firm. The Multicultural Network is dedicated to fostering cultural awareness and inclusion while empowering diverse talent within the Firm.

Appendix 1

Organisation	Cantor Fitzgerald Ireland			
SNAPSHOT DATE				
Snapshot date	30 June 2024			
Reporting Period- From	1 July 2023			
Reporting Period- To	30 June 2024			
Headcount on Snapshot date				
Headcount	Full time Employees	Part-time employees	Total Employees	Of Whom are temporary
Male	137	0	137	4
Female	66	14	80	3
Other				
Total	203	14	217	7
Gender Pay Gap Metrics [Regulations 7(1), 8(1), 9(1), 10(1)]				
	Gender Gap in Hourly Remuneration			
	Mean		Median	
All Employees	40.06 %		40.41%	
Part Time Employees	NA		NA	
Temporary Employees	-0.95%		-1.71%	
	Gender Gap in Bonus			
	Mean		Median	
Bonus	66.62%		61.11%	
		% of all Male		% of all Female
% in receipt of Bonus		78.10%		81.25%
% in receipt of BIK		46.72%		41.25%
Pay Quartiles		%Male		%Female
Lower		50.91%		49.09%
Lower Middle		50%		50%
Upper Middle		66.67%		33.33%
Upper		83.33%		16.67%