

A full-page background image of the Cliffs of Moher in Ireland. The image shows a dramatic, layered rock cliff face on the right side, with a small stone tower (Martello tower) visible on the cliff top. To the left of the cliff, a sharp, isolated rock pillar (Pinnacle Rock) stands in the Atlantic Ocean. The sky is a pale blue with some light clouds, and the water is a deep blue with white foam from the waves crashing against the base of the cliff.

# Cantor Fitzgerald Ireland

## 2025 Gender Pay Gap Reporting





## Our Commitment

At Cantor Fitzgerald Ireland, we are committed to creating a diverse and empowered workforce where every individual is valued for their contribution and empowered to reach their full potential. Achieving gender balance is central to that commitment. Our focus is not just on measuring progress, but on sustaining it using the reporting data and insight to drive accountability, transparency and meaningful long-term prosperity for our clients and our people. This report services as both a benchmark for our progress and a roadmap for our continued journey towards closing the gender pay gap.

[www.cantorfitzgerald.ie](http://www.cantorfitzgerald.ie)

## Introduction

This report represents our second year of **Gender Pay Gap Report** and has been prepared in accordance with the *Gender Pay Gap Information Act 2021*. It provides a snapshot of pay data as of 30 June 2025 and reflects our continued commitment to transparency and progress on gender balance.

Our 2025 results show that the mean hourly pay gap narrowed from 40.06% in 2024 to **38.94%** in 2025, indicating that overall pay levels across the organisation remain stable and balanced. The median hourly pay gap has shown a slight widening from 40.41% to **41.32%**, which is primarily attributed to changes in workforce composition rather than to differences in pay.

Encouragingly, we have improvements in female representation across both the lower quartile and upper quartiles, with a positive movement of approximately 1% year-on-year. While our overall workforce

composition remains 64% male and 36% female, we recognise that a more balanced representation particularly within upper middle quartile and upper quartile will be key to driving long-term changes. The pay gaps are likely to persist until there is a more balanced representation of females and males at every level in the firm but particularly at more senior levels, where earning potential is greater.

We acknowledge that reducing the gender pay gap is a gradual process, shaped by legacy workforce structures and historical gender representation patterns with our industry. However, we remain firmly committed to creating a more inclusive and diverse workplace. Increasing the number of females in senior roles will not only help to close the pay gap over time but will also enrich our leadership culture through diverse perspectives, experiences and approaches.

### Why report on Gender Pay Gap?

We report on gender pay gap because transparency drives change. By measuring and publishing our data, we commit to understanding the underlying drivers of pay differences such as the representation of females in senior roles or higher paid functions and hold ourselves accountable for progress. The Gender Pay Gap Information Act 2021 requires firms of 50+ employees to report.

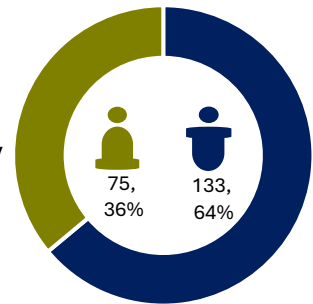
### What is Gender Pay Gap?

The gender pay gap is the difference in average hourly earnings between male and female across an organisation, expressed as a % of earnings. GPG measures the difference in the average (mean) and midpoint (median) hourly and bonus pay of female and male employees. It is not the same as equal pay which refers to male and female being paid equally for doing the same or equivalent work. Rather the gender pay gap reflects the overall spread of male and female across different roles, levels and types of work.

# The Data

## Representation

Our workforce snapshot as of 30 June 2025 is 64% male and 36% female, reflecting the gender distribution within our industry and legacy organisational structure. While female representation has remained steady year on year, we continue to see a higher proportion of males in senior roles. This composition influences our overall gender pay gap outcomes and remains a key focus for long-term improvement.



## Pay Gap<sup>1</sup>

<b>Mean hourly remuneration of all employees</b> <b>38.94%</b>	<b>Median hourly remuneration of all employees</b> <b>41.32%</b>	<b>Mean hourly remuneration of temporary employees</b> <b>-51.32%</b>	<b>Median hourly remuneration of temporary employees</b> <b>-58.70%</b>
---	---	--	--

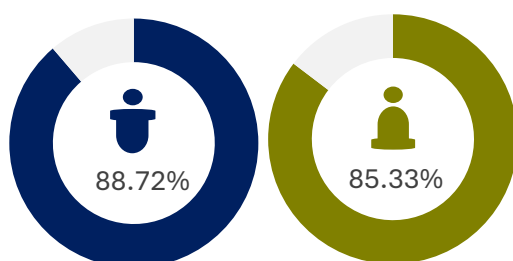
## Bonus Gap

<b>Bonus gap of mean bonus remuneration of all employees</b> <b>66.60%</b>	<b>Bonus gap of median bonus remuneration of all employees</b> <b>60.67%</b>
---	---

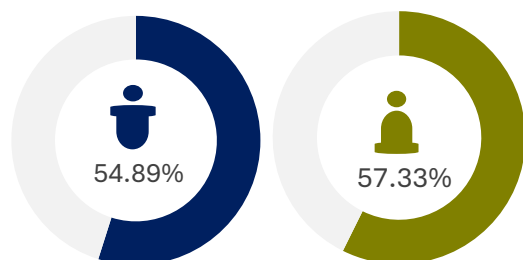
### Do we have a Gender Bonus Gap?

Bonus outcomes in 2025 reflect our reward structure, where specialist male dominated roles receive proportionally higher variable pay. This contributes to the overall bonus gap which mirrors the broader gender representation profile.

## Gender Bonus and BIK

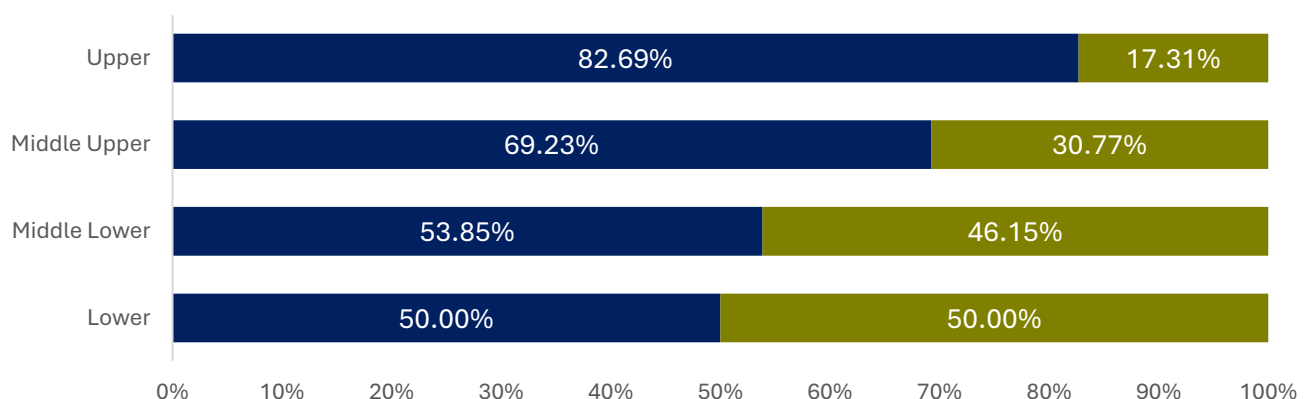


Percentage of population of males and females paid bonus



Percentage of population of males and females who received BIKs

## Pay Quartile Proportionality



<sup>1</sup> There are no male employees in part time positions within the reporting period, therefore it is not possible to calculate a mean or median gender pay gap for this group. This is reflective of current workforce composition rather than pay inequality within that category.



## We Recognise

Meaningful changes take time, and we are fully committed to continue driving this progress.

## What the data tells us

### All Employees

Our data show that while overall gender representation remains at 64% male and 36% female, this reflects the legacy structure of our organisation, where males contribute to hold a higher proportion of senior and high paying specialist roles (i.e., Relationship Managers). We know that the key to closing our gender pay gap is to increase the representation of females across senior levels and building a stronger, more diverse talent pipeline in our specialist roles. Encouragingly, we are seeing gradual movement in female representation in both the lower and upper pay quartiles, evidencing that our sustained focus on attracting, developing and progressing females are beginning to make an impact.

### Pay Gap

We are pleased to report an improvement in our mean hourly pay gap, which decreased from 40.06% to 38.94% in 2025. This positive shift demonstrates the stability of our pay structures and the impact of balanced representation in higher pay quartiles. The median hourly pay gap increased slightly from 40.41% to 41.32%

primarily reflecting workforce changes during the year. We expect that these fluctuations will continue year-on-year until such time as a more balanced gender representation is achieved within each pay quartile. Given the size of our overall female population, the underrepresentation of females in the upper quartiles can have a material impact on our overall gap percentages.

### Bonus

Our bonus outcomes continue to reflect the distribution of male and female across senior and specialist roles where variable pay opportunities are higher. As a result, we see a gender pay gap in bonus averages that are aligned with the gender representation at these levels. We remain focused on building pathways for females into senior positions and specialist role, which will, in turn help narrow the bonus gap in future reporting periods.

### Benefit in Kind

The proportion of employees receiving Benefit in Kind (BIK) remains broadly consistent across the firm.

## Our progress and ongoing commitment

Over the past year, we have made meaningful progress in advancing our gender balance and inclusion goals. While we recognise that this is a long-term journey, the actions we have taken are already shaping our culture.

Attracting and developing young female talent	Enabling inclusive work environments
To strengthen our future talent pipeline, we launched a structured Early Careers Program that provides opportunities for young females through Transition Year, summer internship and graduate pathways. Around 20% of participants in the first intake were female. While we are proud to have established this initiative, we recognise that further work is needed to increase female participation and build continuity into future programs.	We are committed to fostering a flexible and inclusive environment where all colleagues can balance professional and personal commitments. Over the past year, we enhance our maternity provisions and introduced more inclusive initiatives through our benefits harmonisation project.
Mentoring and professional development	Building an inclusive culture
As part of our collaboration with IMI and 30% club we sponsored two female mentees and two male mentors through a formal mentoring program. This initiative supports the development of emerging female leaders and promotes cross gender sponsorship towards embedding inclusion at all levels of the firm.	Our people strategy continues to priorities an inclusive workplace culture, supported by two active Employee Resource Groups (ERGs); the Women's Network and Multicultural Network. Both groups hosted a series of events and initiatives throughout the year, providing visibility, connection and support for females. These networks play a vital role in creating a sense of belonging and shaping culture change from within.

## Our gender balance roadmap

We recognise that achieving meaningful and sustainable change in gender representation will take time. To guide our journey, we are implementing a phased approach focused on sustained progress and measurable outcomes.

### Phase 1: Foundation (Current -2026)

We are focused on building strong foundations deepening our gender diversity insights, embedding inclusive D&I policy, increasing female representation at senior levels, expanding opportunities for young

females and fostering open, forward-looking career conversations that drive measurable and lasting change.

### Phase 2: Momentum (2026-2028)

Deepen impact through leadership accountability, mentoring programmes and target development

pathways to increase the proportion of woman in mid to senior level roles.

### Phase 3: Sustainability (2028 onwards)

Achieve balance that lasts by normalising gender diversity across leadership teams and ensuring ongoing monitoring of pay equity as part of culture.



# Statutory Disclosure

Organisation		Cantor Fitzgerald Ireland
SNAPSHOT DATE		
Snapshot date	30 June 2025	
Reporting Period- From	01 July 2024	
Reporting Period- To	30 June 2025	

Headcount on Snapshot date				
Headcount	Full time Employees	Part time Employees	Total Employees	Of Whom are temporary
Male	133	0	133	3
Female	63	12	75	2
Other	0	0	0	0
<b>Total</b>	<b>196</b>	<b>12</b>	<b>208</b>	<b>5</b>

## Gender Pay Gap Metrics [Regulations 7(1), 8(1), 9(1), 10(1)]

	Gender Gap in Hourly Remuneration			
	MEAN		MEDIAN	
	2024	2025	2024	2025
All Employees	40.06%	<b>38.94%</b>	40.41%	<b>41.32%</b>
Part Time Employees	N/A	N/A	N/A	N/A
Temporary Employees	-0.95%	-51.32%	-1.71%	-58.70%

	Gender Gap in Bonus Remuneration			
	MEAN		MEDIAN	
	2024	2025	2024	2025
Bonus Pay	66.62%	66.60%	61.11%	60.67%

	% of all Male		% of all Female	
	2024	2025	2024	2025
	2024	2025	2024	2025
% in receipt of Bonus	78.10%	88.72%	81.25%	85.33%

	Benefit in Kind			
	MALE		FEMALE	
	2024	2025	2024	2025
% in receipt of BIK	46.72%	54.89%	41.25%	57.33%

	% MALE		% FEMALE	
	2024	2025	2024	2025
	2024	2025	2024	2025
Lower	50.91%	50.00%	49.09%	50.00%
Lower Middle	50.00%	53.85%	50.00%	46.15%
Upper Middle	66.67%	69.23%	33.33%	30.77%
Upper	83.33%	82.69%	16.67%	17.31%