

Ireland Gender Pay Gap Report 2025





Citi's mission is to serve as a trusted partner to our clients by responsibly providing financial services that enable growth and economic progress. Our core activities are safeguarding assets, lending money, making payments and accessing the capital markets on behalf of our clients. We have more than 200 years of experience helping our clients meet the world's toughest challenges and embrace its greatest opportunities, enabled by a workforce consisting of the best talent from the broadest pools available.



Davinia Conlan
Citi Country Officer
Ireland

I am pleased to share our fourth annual Gender Pay Gap report reflecting our mean and median gender pay gap and bonus pay gap. For Citibank Ireland combined* our mean gender pay gap is 12% and our mean bonus pay gap is 22%.

The data presented in this report is based on the average pay of men and women in Ireland on the snapshot date of 30th June 2025, regardless of job function, seniority, and other factors. It is not a measure of the difference in pay between men and women doing the same job, but rather as a result of the underrepresentation of women in higher paying and senior roles, as well as the underrepresentation of men in support and administrative roles.

We continue to strive to build a workforce consisting of the best talent, from the broadest pools available, allowing us to best serve our clients and communities globally. Our talent and engagement initiatives enable employees of all backgrounds to feel valued and to thrive. The information contained in this report has undergone thorough validation to ensure accuracy in the reported data.

*Includes Citibank Europe plc Ireland, Citibank N.A. Ireland and Citi Depository Services Ireland Designated Activity Company

Interpreting Citi Ireland gender pay gap data

Irish law requires that all companies with more than 50 employees in the country report their gender pay gap, which reflects the representation of women within the organisation.

The gender pay gap analysis compares the average pay of men and women. It looks at workforce pay as a whole and therefore reflects the aggregate position for all roles and does not take into account differences such as role or seniority. In simple terms, it compares the average pay for all men in the organisation to the average pay for all women in the organisation.

In this way, gender pay gap reporting differs significantly to pay equity reporting, which takes into account legitimate differentials such as job function, level and geography.

Gender pay gap figures are impacted by the greater number of men in the most senior and highest paid roles. Having a gender pay gap in an organisation does not mean that women are paid less than men for doing the same job.

The figures are expressed in two ways:

- Mean pay gap: difference between the average pay of men and women, expressed as a percentage of men's mean pay.
- Median pay gap: difference between the midpoints in the pay ranges of men and women, expressed as a percentage of men's median pay.

The following key gender pay gap statistics are contained in this report:

- Mean and median hourly pay gaps;
- Mean and median bonus pay gaps;
- The proportion of men and women that received bonuses;
- The proportion of men and women that received benefits in kind;
- The proportion of men and women in each of four equally sized pay quartiles



2025 Ireland Gender Pay Gap *Figures*

Citibank Europe Plc Ireland (CEP Ireland)

The slight change in the metrics is in part due to the increase in the proportion of men in senior and high paying roles. Following Citi's global transformation activities in the last 12-18 months, CEP has seen material broadening of the remit and scope of some senior roles, which is reflected in individuals overall remuneration package, notwithstanding that a portion of their remuneration relates to their duties and responsibilities in respect of entities outside of Ireland.

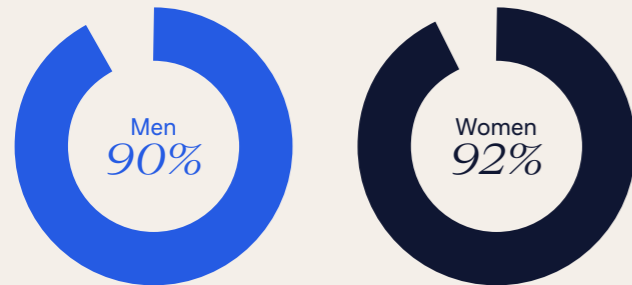
Mean and median gender pay gaps and bonus pay gaps

Full-Time			Part-Time		
	Mean	Median		Mean	Median
	13%	16%		N/A	N/A
Y on Y change	2%	-1%	Y on Y change	-	-

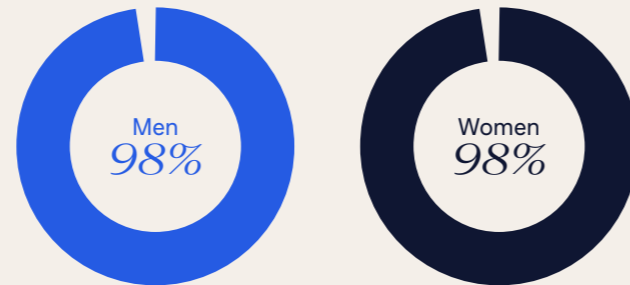
Temporary			Bonus Pay		
	Mean	Median		Mean	Median
	N/A	N/A		25%	29%
Y on Y change	-	-	Y on Y change	2%	4%

N/A - Not applicable as the gender within this category is exclusively male or female, so the gap cannot be expressed.

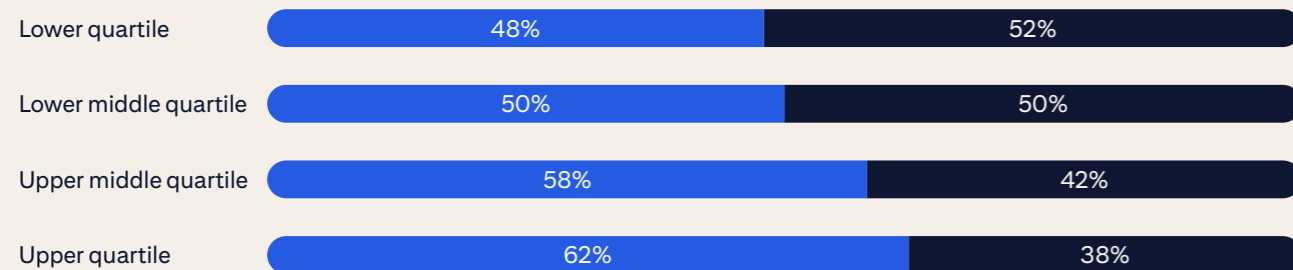
Proportion of employees receiving bonus



Proportion of employees receiving BIK



Proportion of men and women by pay quartile



● Men ● Women

Citibank N.A. Ireland

The below gender pay gap figures refer to relevant employees within Citibank N.A. Ireland which accounts for 9% of Citi Ireland employees. The relatively low headcount, means any movement in or out of the entity impacts on the gender pay gap results.

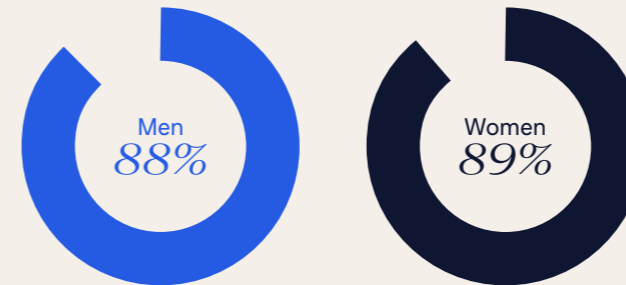
Mean and median gender pay gaps and bonus pay gaps

Full-Time			Part-Time		
	Mean	Median		Mean	Median
	3%	10%		-8%	-8%
Y on Y change	7%	3%	Y on Y change	25%	25%

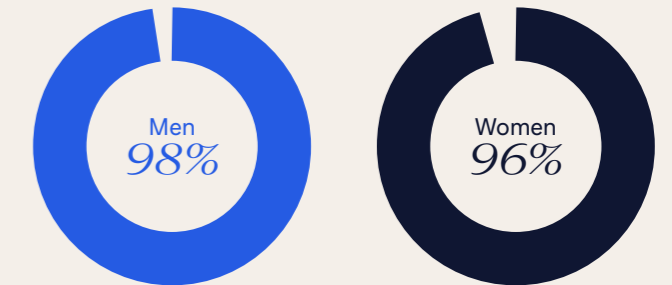
Temporary			Bonus Pay		
	Mean	Median		Mean	Median
	N/A	N/A		-21%	7%
Y on Y change	-	-	Y on Y change	60%	22%

N/A - Not applicable as there are no temporary employees within this population.

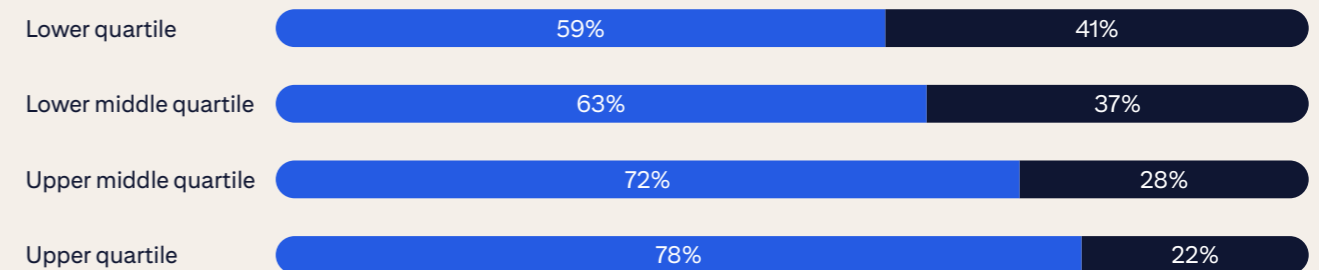
Proportion of employees receiving bonus



Proportion of employees receiving BIK



Proportion of men and women by pay quartile



● Men ● Women

