

RBC Brewin Dolphin Ireland

Ireland Gender Pay Gap Report

2025



 Speak Up
for Inclusion™

Ireland Gender Pay Gap Report 2025

The gender pay gap is the difference between the average pay for men and the average pay for women as a proportion of the average men’s pay.

The Gender Pay Gap Information Act 2021 requires organisations in Ireland to report on their gender pay gap across a range of metrics. From 2024, the reporting requirements now include employers with over 50 employees, which means that from 2025, RBC Brewin Dolphin Ireland (RBC BD Ireland, we, our) is required to publish our results. Unlike gender equity in pay, the gender pay gap calculation in this report measures the difference in hourly pay and bonuses for all men and all women in an organisation, regardless of role and seniority.

Below, we illustrate the mean and median gender pay gaps and the bonus gender pay gap for RBC Brewin Dolphin Ireland, unadjusted for occupational and regional differences.^{1,2}

This report is based on our chosen snapshot date of 1 June 2025 and covers the reporting period from 1 June 2024 to 31 May 2025. On our snapshot date, RBC BD Ireland has 110 full-time employees, 9 part-time employees and 0 employees on temporary contracts.

RBC BD Ireland is committed to the principles of pay equity. Over the years, we have evolved our practices to support transparency and promote pay equity. Our gender pay gap is a reflection that we have more men in senior roles and client facing adviser roles. Whilst narrowing the gender pay gap will take time for us and the wider financial services industry in Ireland, we are actively working towards this goal.

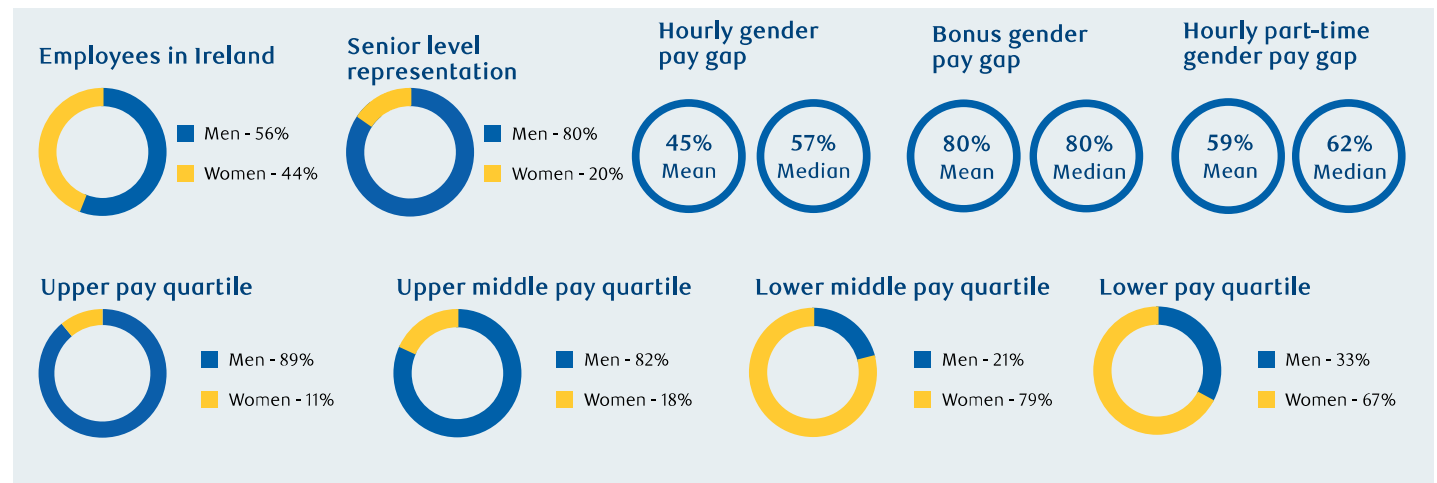
What the results show:

While women make up 44% of our overall workforce the gender pay gap of 45% (mean) and 57% (median), bonus gender pay gap³ of 80% (mean and median) and part-time gender pay gap of 59% (mean) and 62% (median) is primarily attributed to having more men in senior level roles than women.

Another factor impacting our progress is our low employee turnover rate; something that is good for our clients and a reflection of our strong employee engagement. Over a quarter of our employees have been with us for more than 15 years. Of those nearly 70% are men.

With the integration of RBC BD Ireland into Royal Bank of Canada (RBC) in 2023, a number of functions which support the Irish businesses have been outsourced to the European and Canadian businesses. This enables the Irish business to leverage tools, resources and expertise from the RBC Enterprise model.

The focus on increasing representation of women at senior level roles has continued to be a priority for us. We are committed to recruiting and developing a diverse mix of talented individuals at all levels and fostering an inclusive environment where employees can grow and reach their career potential. As set out in the following, we have leveraged resources and practices of RBC in the reporting period, and we will continue to do so in the future to help narrow the gender pay gap.



(1) We did not adjust for known variables that impact pay (e.g. market factors such as city/region, platform/business segment, roles/responsibilities, position level, etc.); (2) We have no employees on temporary contracts as of the snapshot date; therefore, no gender pay gap figures are reported for temporary workers; (3) Bonus gender pay gap refers to the difference in the mean and median bonus pay paid to men and women;

What measures have we taken to support women?

- To increase our female representation across the workforce, we have focused on inclusive recruitment practices which has resulted in 57% of new hires being women between 1 June 2024 to 31 May 2025.
- Driven further gender balance across our Board of Directors, increasing female representation from 14% in 2022 to 28% in 2023, to 33% as of the snapshot date.
- Increased visibility, formalised mentorship and sponsorship for identified high potential women through networking events and mentorship initiatives.
- Our Employee Resource Group RWomen, which is focused on supporting women's inclusion, hosted a series of events and initiatives designed to support and celebrate women including: International Women's Day, Meet OURWomen series, RWomen Coffee Mornings, networking opportunities and information sessions.
- Recognised World Menopause Day and National Fertility Awareness Week and shared resources and support available to employees regarding menopause and fertility.
- Continued internal financial wellbeing series for all employees with sessions tailored to support women, parents and carers.
- Encouraged men to take family leave to reinforce our culture that supports and promotes gender equality in childcare and parental responsibilities.
- Hosted inclusive leadership programmes, aiding us in accelerating and building a balanced talent pipeline.
- Continued quarterly reviews of gender representation with the Brewin Dolphin Wealth Management Board in Ireland.

Proportion of men and women who received a bonus: 2025

RBC Brewin Dolphin Ireland	2025
Bonus received (men)	100%
Bonus received (women)	100%

Proportion of men and women who received benefits in kind⁽¹⁾: 2025

RBC Brewin Dolphin Ireland	2025
Benefits in kind received (men)	79%
Benefits in kind received (women)	71%

(1) Benefits in kind refer to non-monetary compensation provided by an employer to an employee, which is part of the total compensation package. Examples of benefits in kind include health insurance and occupational pension scheme. Benefits in kind are offered equally to all employees. Percentages above reflect benefits in kind utilized by employees

I confirm the above information is accurate.



Eddie Clarke
CEO, RBC Brewin Dolphin Ireland



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We may make forward-looking statements in this Ireland Gender Pay Gap Report. RBC BD Ireland's activities, ambitions, strategies and approaches described in this document are or may be based on assumptions, estimates and judgments.

This document reflects our strategies, positions, approaches, policies, procedures, criteria, objectives, visions, commitments and goals as of the date of this document, which are subject to change at any time in our sole discretion without notice. We have no obligation to update any information in this document.

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