

Gender Pay Gap Report 2025



Executive Summary

At Abbey Capital, we are committed to building an inclusive and diverse workplace where all employees have equal opportunities to thrive. We're passionate about helping our people progress, grow, and achieve their goals.

We are proud to celebrate 25 years in business in 2025. As we look toward the future, we remain committed to ensuring that diversity, fairness and inclusion continue to be at the core of our culture. We are pleased to have achieved Bronze Certification from the Irish Centre for Diversity, reflecting this commitment.

Abbey Capital is a signatory of the UN Principles for Responsible Investing (UN PRI) – formalising our commitment to developing a more sustainable global financial system.

As part of the alternative investment industry, we recognise the importance of building a more diverse workforce and we are committed to widening the talent pool and attracting talented people from all backgrounds. Our Graduate Programme, open to graduates from any discipline, and our Internship Programme together play a key role in broadening access to careers in investment. Through these initiatives, we aim to create greater opportunities for women in areas of the industry where they have traditionally been underrepresented.

We are proud of the women who play key leadership roles within our business including senior leaders in our US office. We believe diverse perspectives help drive our success.

Investing in Our People

We invest in our people for the long term through:

- ▶ **Total Reward Programme:**
A comprehensive range of benefits and initiatives designed to support the physical and mental well-being of our team.
- ▶ **Abbey Development Programme:**
This includes one-to-one coaching, mentoring and professional development opportunities designed to support individual career development.
- ▶ **Flexible Work Policy:**
Providing the opportunity for our people to structure their work around their lives while maintaining high levels of engagement and productivity.
- ▶ **Inclusive & Social Culture:**
Our active Sports & Social Committee organises regular events to keep our team connected and engaged.

We recognise that closing the gender pay gap is an ongoing journey, and we remain dedicated to reducing disparities through targeted initiatives in recruitment, development, and retention.

Mick Swift
CEO

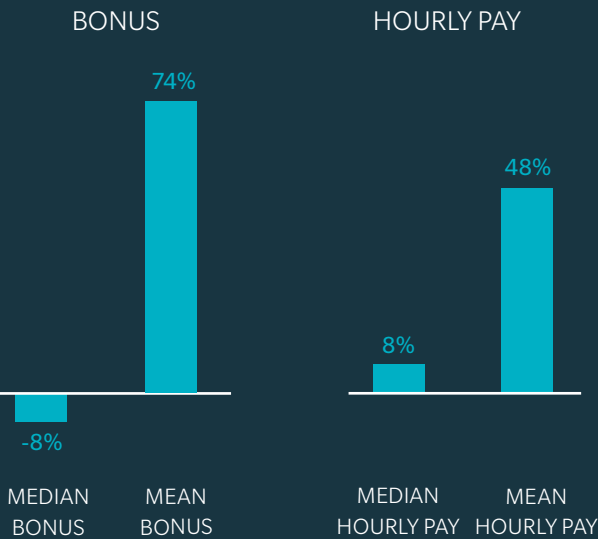
Understanding Our Gender Pay Gap

In line with Ireland’s Gender Pay Gap Information Act 2021, we have conducted our gender pay gap analysis.

The gender pay gap measures the difference in average earnings between men and women across an organisation. If there is a greater proportion of men than women in senior level positions, the gender pay gap is typically greater. A positive percentage represents a gap in favour of men while a negative percentage represents a gap in favour of women. It is important to note that this is distinct from equal pay, which ensures that individuals performing the same or similar work receive equal remuneration.

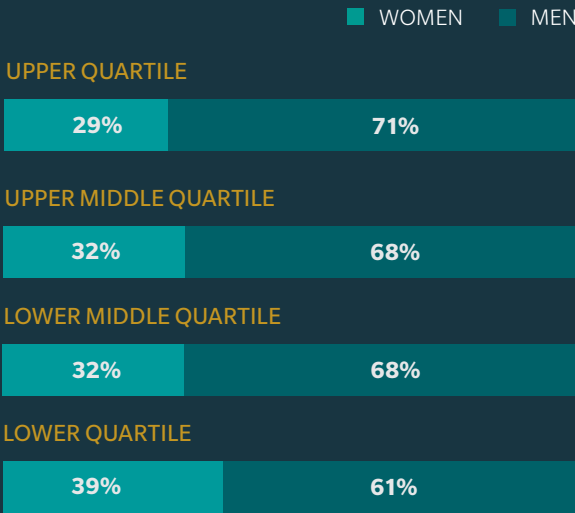
Our 2025 Gender Pay Gap Report shows that while the median hourly pay gap is 8% and the median bonus gap is -8% indicating broadly equal pay, the mean pay and bonus gaps remain large at 48% and 74%. This reflects a higher concentration of men in senior roles which attract higher remuneration.

Gender pay gap



Women make up around one-third of the workforce across most pay bands, but representation falls to 29% in the top quartile. This underrepresentation at the highest levels of pay and bonus is the main driver of our gender pay gap.

Gender distribution by pay quartile



The analysis of Abbey Capital’s gender pay gap data reflects several key factors:

Representation at Senior Levels:

The investment industry has historically had a lower proportion of women in front-office roles such as portfolio management and investment banking — areas that typically attract higher remuneration. Our upper pay quartile is 29% female, reflecting the need to further increase female representation in leadership and high-earning positions.

Industry Talent Pipeline:

The investment industry has long faced challenges in attracting and retaining women in key financial and investment-related roles. While we have seen increased female participation at entry and mid-level positions, this has yet to translate fully into senior leadership representation.

Application of Benefits:

100% of men and women received discretionary bonuses and benefits-in-kind. This represents consistency across our team in distribution of benefits.

Proportion receiving bonus



Proportion receiving benefit in kind



Looking Ahead

We recognise challenges exist in the investment industry which has traditionally been a male-dominated field. Abbey Capital is committed to addressing this imbalance by building stronger pathways for women into senior and investment-related roles, supporting career progression, and ensuring equal access to opportunities. Our long-term goal is to achieve a more balanced representation at the highest levels of the organisation.

Abbey Capital has taken concrete steps to address these factors, including:



As we mark 25 years in business in 2025, we are reflecting on our achievements while looking ahead to a future of continued growth and progress which can provide opportunity for all members of our team. Abbey Capital is committed to aligning with the forthcoming EU Pay Transparency Directive, which will increase transparency in pay structures. Our goal is to ensure that Abbey Capital continues to provide equal opportunities, fosters leadership at every level, and creates a workplace where everyone can thrive.