

# Ireland Gender Pay Gap Report 2025

**As of 30 June, Aztec's Irish entities, established in 2022, employed 61 people, with 59 qualifying for gender pay gap reporting.**

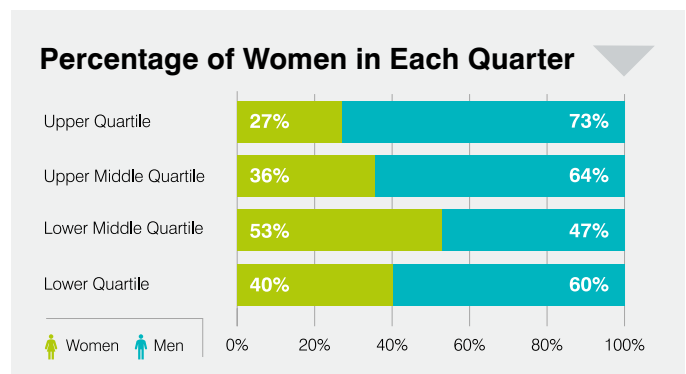
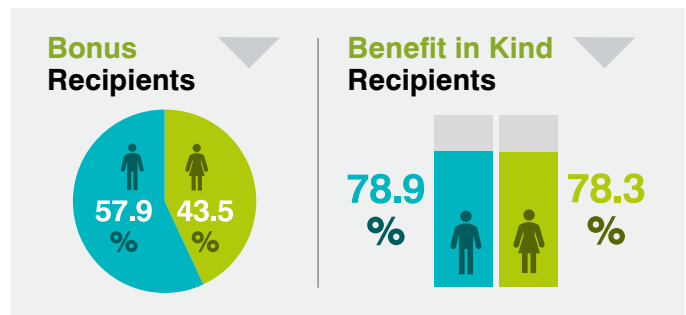
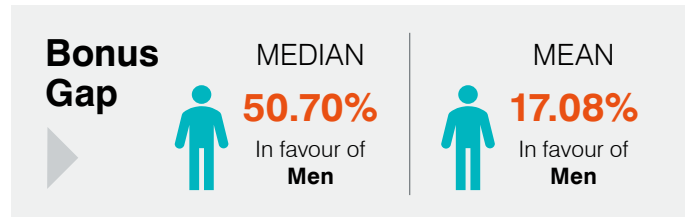
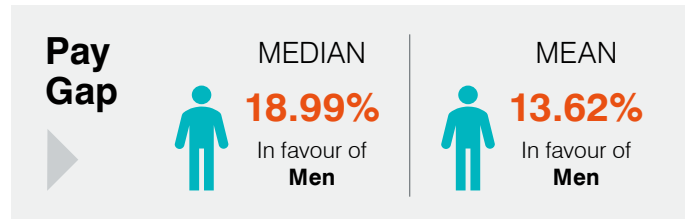
Our current median and mean pay gaps reflect the evolving structure of our growing team, with most female colleagues currently at entry and associate levels, while men are represented across a wider range of roles. The bonus gap similarly mirrors the distribution of seniority, with higher rewards concentrated among a small group of male colleagues.

As Ireland is one of our newly established jurisdictions, it is important to note that these figures reflect our modest, but growing team size, meaning annual variations are expected and may not fully reflect the diversity present across the wider Aztec Group.

We take pride in the findings from our recent colleague surveys, which confirm that the majority of our Irish colleagues feel fairly rewarded and value the benefits they receive, irrespective of gender. This positive feedback highlights our commitment to fostering a workplace culture where everyone feels appreciated and supported.

As part of a larger, diverse group, we are proud of the progress made and remain dedicated to strengthening our offer. We actively promote diversity and greater gender representation at all levels, addressing structural imbalances through inclusive recruitment, targeted talent development, and open job advertising. As our Irish team continues to expand, we reaffirm our commitment to fairness and inclusion, ensuring Aztec remains a place where every colleague can thrive and contribute meaningfully.

## Our Gender Pay Gap Statistics



Snapshot date: 30 June 2025



**Jane Hanson**  
Chief People Officer  
Aztec Group

**Declaration:** We confirm that the information and data reported is accurate and in accordance with the the Gender Pay Gap Information Act 2021.