

NORTHERN TRUST GENDER PAY GAP REPORT 2024 – IRELAND

FOREWORD

Fostering and supporting a globally diverse and inclusive workforce is a strength of Northern Trust which will aid in our success. We are an equal opportunity employer and aim for excellence in our efforts to recruit and develop our workforce.

As required by government legislation, Northern Trust and all companies in Ireland with 150 or more employees must disclose their gender pay gap annually. We support the widespread publishing of gender pay gaps and are continually looking to make improvements to close our own gender pay gap.

For us, this is about ensuring equal opportunity for all employees to participate in all areas of work and at all levels of seniority. We support this by the many initiatives and policies embedded in our organisation, such as our flexible working policies, Women in Leadership and other Business Resource Councils, and external networks including the Ireland 30% club, 100 Women in Finance and WeAreTechWomen.

Some of these initiatives will impact and address our gender pay gap, for example:

- Running leadership development programmes, such as our Diverse Leaders' Programme (DLP), for diverse groups. Our women's DLP has been running for nine years and is designed to ensure the pipeline of female talent for senior roles remains strong. Given the success of the programme, a new 'Foundation' DLP programme was rolled out this year for female talent two grades below senior management, in addition to a new 'DLP Alumni' programme designed to support the growing cohort of women who have participated in the programme and facilitate opportunities to revisit and carry forward learnings post-programme.
- Joining Ireland's Women in Finance Charter and setting a target of reaching 48% women in senior management roles by December 2025 to address gender diversity at Northern Trust. We will continue to focus on activities that will help us to achieve this.
- Mandating that the slate of candidates we consider for senior roles is diverse, and using bespoke data dashboards to inform decision making and track progress related to promotion, retention and hiring of women at senior levels.

We are committed to making progress in closing our gender pay gap.

Meliosa O'Caoimh
Country Head, Ireland

Ciaran O'Hare
Head of Human Resources, Ireland

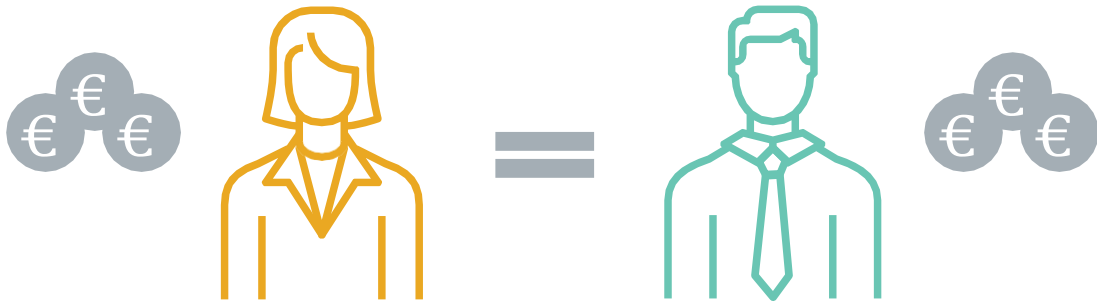
WHAT IS THE GENDER PAY GAP?

The gender pay gap is often confused with equal pay - but they are not the same. The gender pay gap is the difference in the average/median pay of all male and female partners across an organisation. Equal pay is about ensuring that male and female partners receive the same pay for equivalent work (i.e., carrying out the same jobs).

You can have a gender pay gap without having an equal pay problem. This is because gender pay gaps are typically caused by having more males in more senior, and therefore more highly paid, positions. This leads to male employees receiving, on average, higher pay than female employees.

There are also a number of other legitimate reasons people can receive different pay for doing the same job. For example, skills, previous experience or how long they have been in a role.

EQUAL PAY IS ABOUT ENSURING MALES AND FEMALES RECEIVE THE SAME PAY FOR EQUIVALENT WORK



GENDER PAY GAP IS THE DIFFERENCE IN THE AVERAGE/MEDIAN PAY OF ALL MALES AND ALL FEMALES IN AN ORGANISATION



OUR GENDER PAY GAP

Hourly Pay and Bonus Gap

At the snapshot date of 30 June 2024, the hourly pay of female partners is **10.1%** lower than that of male partners at mean and **3.5%** lower at median (shown in Table 1).

For partners on temporary contracts, the hourly pay of female partners is **11.2%** higher than males' at mean while there is **no pay gap** on a median basis. For part-time partners, the hourly pay of female partners is **12.8%** lower than males' at mean and **11.3%** higher at median (shown in Table 2). This is largely attributable to the higher representation of females in the part-time contract population.

At Northern Trust, although the percentage of male and female partners receiving a bonus is comparable (Exhibit 1), female partners' bonus is **36.1%** lower than males' at mean and **18.8%** at median (Table 1).

The bonus gap is based on actual data: it is not annualised for those who work part-time or were on a leave of absence during the previous 12 months - this helps to explain why the bonus gap is larger than the hourly pay gap.

TABLE 1

	Mean	Median
Females' hourly pay is...	10.1% lower	3.5% lower
Females' bonus pay is...	36.1% lower	18.8% lower

TABLE 2:

	Mean	Median
Females' hourly pay for temporary contracts is...	11.2% higher	0.0%
Females' hourly pay for part time employees is...	12.8% lower	11.3% higher

EXHIBIT 1: WHO RECEIVED BONUS PAY?

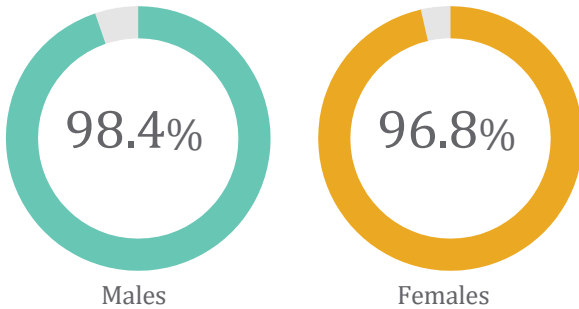
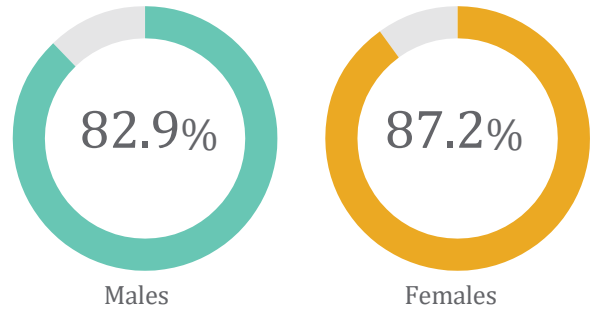


EXHIBIT 2: WHO RECEIVED BENEFITS IN KIND?



Pay Quartiles

At the snapshot date of 30 June 2024, male and female partners are generally distributed fairly evenly across pay bands (Table 3), with the greatest difference occurring in the upper quartile. In Ireland, this is the result of some senior positions being filled by male partners.

TABLE 3

Pay Quartiles	Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Males	53.1%	46.1%	48.0%	60.5%
Females	46.9%	53.9%	52.0%	39.5%

Based on hourly pay - full-time partners only.

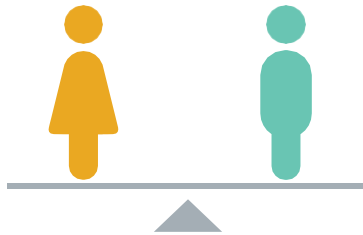
DIVERSITY AT NORTHERN TRUST

Supporting and developing a globally diverse and inclusive workforce is a priority for Northern Trust. This is evidenced by the many initiatives and policies embedded in our organisation, such as our flexible working policies, Women in Leadership and other Business Resource Councils and external networks including the Ireland 30% Club, 100 Women in Finance and WeAreTechWomen.

Some of these initiatives will impact and address our gender pay gap, for example:

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- Joining Ireland's Women in Finance Charter and setting a target of reaching 48% women in senior management roles by December 2025, to address gender diversity at Northern Trust.
- Mandating that the slate of candidates we consider for senior roles is diverse, and using bespoke data dashboards to inform decision making and track progress related to promotion, retention and hiring of women at senior levels.

Although we have strong diversity, equity and inclusion initiatives, we always want to improve and are committed to ensuring we achieve gender balance at all levels.



TO LEARN MORE:

Visit our Diversity, Equity and Inclusion page: northerntrust.com/gender-pay-gap.

GLOSSARY OF KEY TERMS

Hourly Pay includes all payments made to employees in respect of the reporting period (1 July 2023 – 30 June 2024) and consists of both "ordinary pay" (e.g., basic pay, allowances, overtime) and "bonus pay" (e.g. performance incentive, commission).

Bonus pay is the gross bonus received during the 12 months prior to 30 June. It is the actual bonus paid with no adjustments for those who work part time or were on a leave of absence during the previous 12 months.

Mean hourly pay gap is the difference between the average hourly pay of males and females. This is expressed as a percentage of males' pay.

Median hourly pay gap is the difference between the median hourly pay of males and females. This is expressed as a percentage of males' pay.

Equal pay is ensuring males and females are paid the same for work of equal value (set out in the Employment Equality Act 1998).

Gender pay gap represents the difference in mean/median pay for all males and females across an organisation and is expressed as a percentage of males' earnings.