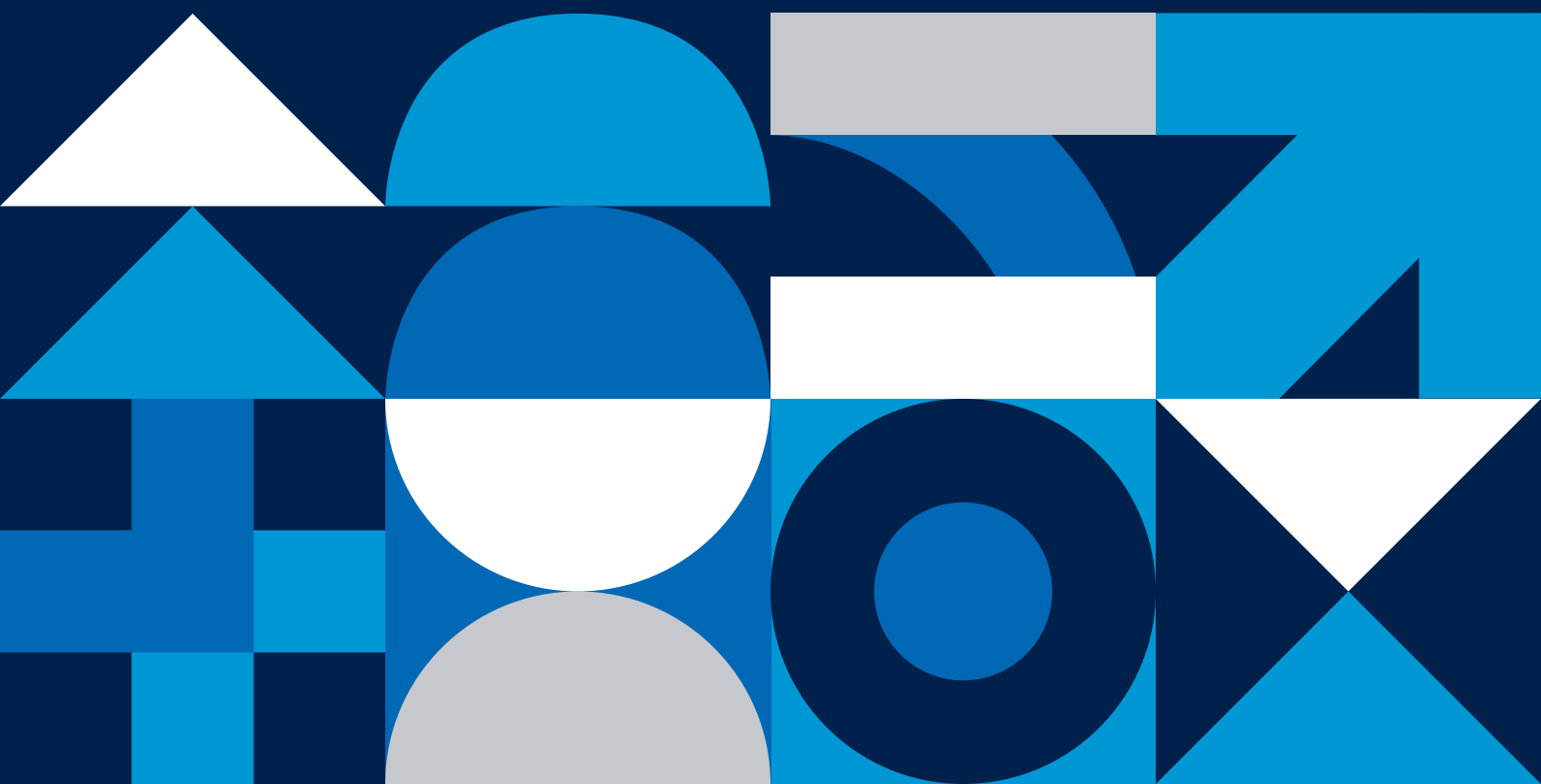


THE FIDELIS PARTNERSHIP

Gender Pay Gap Report 2025

Ireland



Opening remarks

“

Our 2025 gender pay gap report is a first for our Irish business, and reflects that we recognise that lasting change requires both strategic focus and sustained effort. Our vision is clear; to create a workplace where every individual can thrive, contribute, and achieve their full potential. We are confident that by building on the foundation established this year, we will continue to accelerate and strengthen progress within The Fidelis Partnership, and drive meaningful impact across the industry.”

Charles Mathias,
Deputy Chairman & Group Executive Director



“

This inaugural report gives us a clear view of where we stand today and where we want to go. We are committed to taking meaningful action, strengthening pathways for talent, and removing barriers to progress so that every employee can reach their full potential.”

Deborah Leen,
Group Head of People



Introduction

This report details the gender pay gap data taken on the snapshot date of 30 June 2025, and outlines our gender pay gap figures, the context behind them, and the actions we (Fidelis Marketing Limited Irish Branch) are taking to address the gap.

Diversity, Equity and Inclusion (DE&I) is at the core of our company ethos, and The Fidelis Partnership is committed to ensuring a diverse workforce irrespective of gender or any other characteristic.

Our commitment is to reduce the gender pay gap over time whilst positively influencing the industry as a whole.



Our numbers

Headcount

	Male	Female
Headcount	50	21
Percentage	70%	30%

Pay Gap

	Mean	Median
Hourly Remuneration Gap All Employees	35%	40%
Hourly Remuneration Gap Temporary Employees	5%	1%
Bonus Remuneration Gap	18%	59%

Part Time Employees:

On the snapshot date, there was one female part-time employee, and no male part-time employee(s). Given this, the Company do not have sufficient data to calculate the difference between the mean and median hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender.

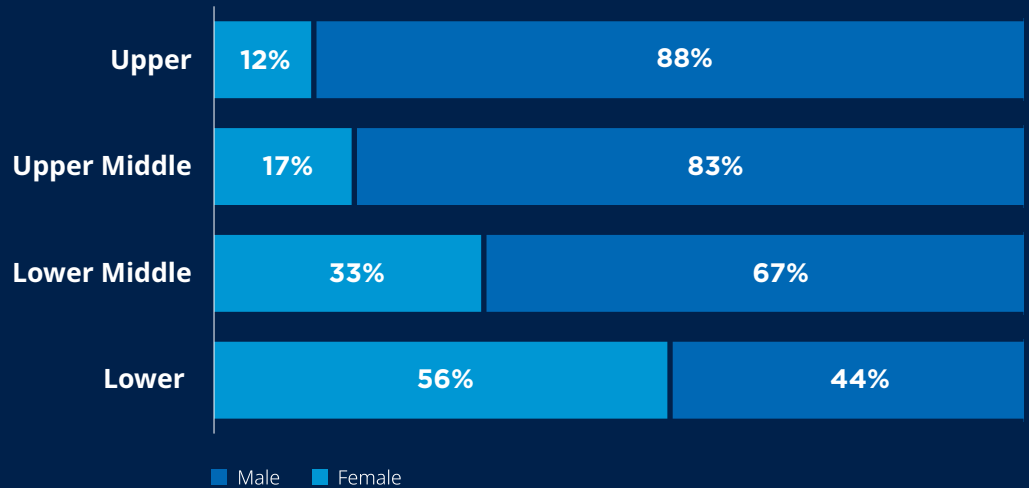
Bonus Received

	Male	Female
Bonus Received	72%	55%





Gender Split by Pay Quartiles



Benefits in Kind (BIK) Received

	Male	Female
BIK Received	82%	50%

Initiatives to address the gender pay gap

We strongly believe in meritocracy and that diversity is fundamental to a strong organisational culture. Our commitment is to reduce the gender pay gap over time whilst positively influencing the industry as a whole, with a focused and deliberate approach that is sustainable and impactful within the sector.

While hiring senior women could reduce the pay gap more quickly, this alone does not address the root issue: the lack of diversity across the insurance sector. Bringing talented women into the industry and supporting their development is therefore key to driving lasting change, even if this results in slower progress in published pay gap figures.



Current Initiatives

- ✓ Cross sector career returnship.
 - ✓ Two females on Irish Exco team, and one joining in Dec 2025.
 - ✓ We have signed up to the Women for Finance Ireland charter and one of our female employees attended the annual event this year.
 - ✓ We are trying to change the industry by hiring at entry level and growing female talent from within. We have challenged our recruitment partners to ensure we have a gender balanced shortlist for all roles and have ensured our recruitment procedures do not have any unconscious bias.
 - ✓ We are working with universities to give opportunities to IT students to help increase the participation of females in the IT sector. Over the last year, we have had four job placements, three of which are female and two scholarships, one of which is female.
 - ✓ Two female masters students from University College Dublin are now employees.
 - ✓ For 2025, we have two placement students, one of whom is female. We will also welcome four University of Limerick co-op placement students in February 2026, with two female students confirmed.
 - ✓ University of Limerick scholarships: In 2025, seven scholarships were awarded, five of which went to female students. For 2026, eight scholarships have been awarded, with seven recipients being female.
 - ✓ University of Limerick Graduate Programme 2025–27: All four participants are female (two based in Dublin and two in London).
 - ✓ Historically, our work experience programme has attracted mostly female participants. For our 2026 programme, six internship places are available. While recruitment is ongoing, one offer has already been made to a female candidate.
 - ✓ In June 2026, we will welcome six students from Queen's University Belfast across our Dublin and London offices, with four placements taken up by female students.
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THE FIDELIS PARTNERSHIP