

# Women in Finance (Ireland) Metrics

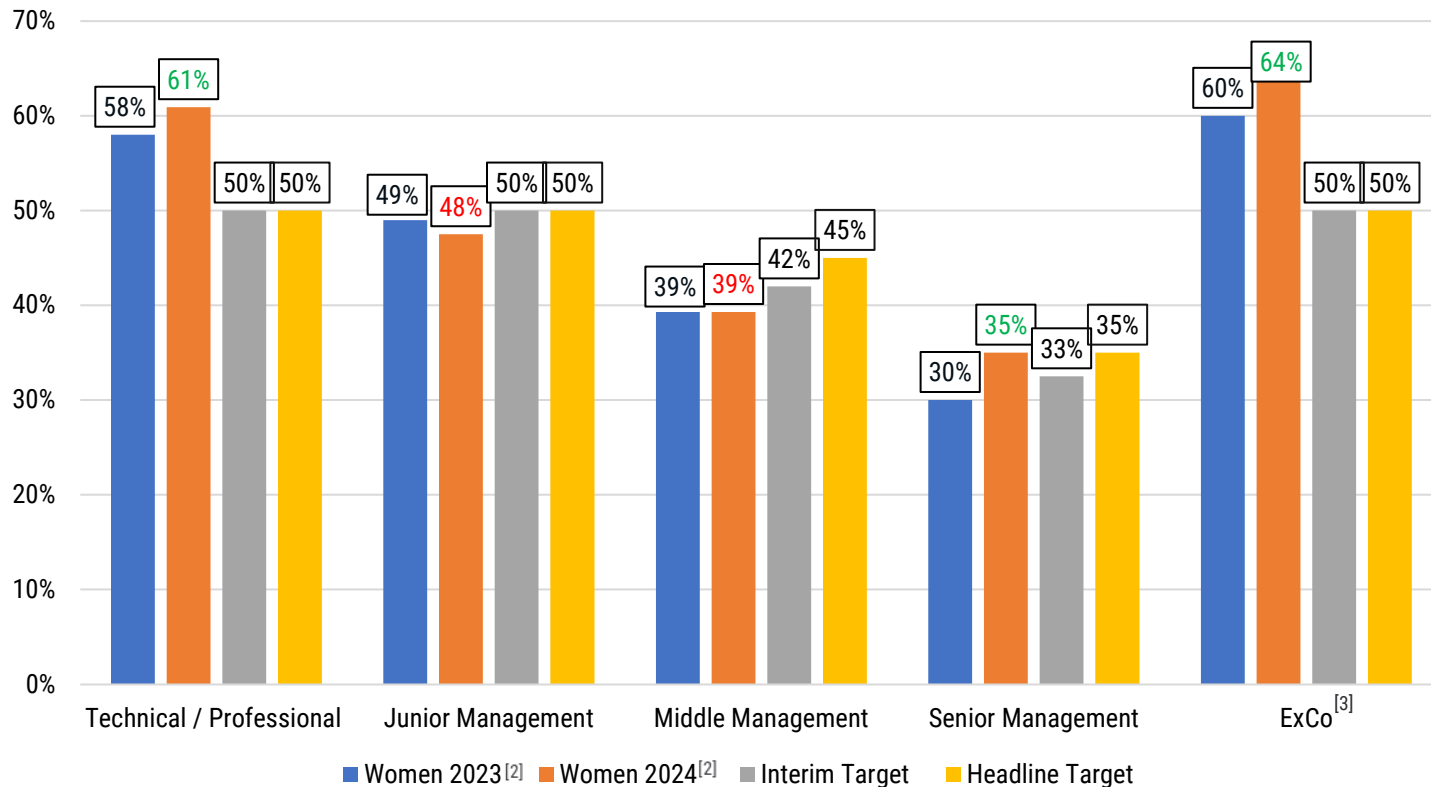
*1 January 2024*

# Elavon Financial Services

## Women in Finance (Ireland) Metrics 01 Jan 2024<sup>[1]</sup>

As an early signatory to the Charter in May 2022, we remain on plan to meet the headline targets. Overall, in 2024 we saw a 5% increase of females in management positions in Ireland. Although we have met the headline target for females in Exco and Senior Management roles we need to shift our focus to increase representation of females in middle and junior management positions to meet the headline targets.

Further details of the actions we are taking to increase female representation can be found in our most recent public gender pay gap report, including ongoing focus on recruitment and retention of diverse talent, continuing to provide growth and development opportunities whilst supporting efforts to champion inclusion across our workforce.



<sup>[1]</sup> Information correct as of 01 January 2024

<sup>[2]</sup> Women expressed as a % of total population

<sup>[3]</sup> ExCo includes all ExCo members – including members based outside of Ireland