SCOTIABANK IRELAND

2025 Gender Pay Gap Report

Scotiabank's business in Ireland is part of Global Banking and Markets (GBM), the Bank's wholesale banking division. We have a team of more than 100 people in Ireland, and women comprise 41 per cent of our employee base.

Our 2025 data shows that our overall mean hourly fixed pay gap is 10% and our overall mean bonus pay gap is 4%. Our mean hourly fixed pay gap exists largely because we have a higher representation of men in client-facing, revenue-generating roles.

We know there is always more to be done and remain committed to continuing to narrow our gender pay gap. Our Global Inclusion Strategy focuses on three key pillars – to **attract**, **retain** and **promote** a diverse workforce, where everyone has opportunity to achieve success and reach their fullest potential.

Below is a selection of initiatives underway to help support our Global Inclusion Strategy:

- The CEO of Scotiabank Ireland sits on **Scotiabank's Global Inclusion Council.**
- **Our Europe Inclusion Council** includes members of the Ireland Leadership Team, showing our strong commitment to our Inclusion agenda across the region.
- We have inclusive hiring practices, including **mandatory representation of women on interview panels** and each client-facing job vacancy **must include a diverse pool** of both men and women.
- We continue to participate in GBM's **Elevate Programme** (aimed at the Associate Director / Senior Manager level) and the Bank's **UpLIFTED Women in Finance Development Programme** (for first-year undergraduate women who have an interest in Finance).
- Our **Internship Programme** targets multiple equity deserving groups and is offered to penultimate year students for a 10-week period during the summer. Our 2025 cohort had almost 50% female representation. This programme helps build a pipeline of new graduates and remains a source of top talent.
- **Gender diversity** is a frequent agenda item for our Ireland Executive Committee, increasing overall executive accountability.
- Our **Women Connect Employee Resource Group** remains active, focused on inspiring, supporting and representing women.
- We have maintained strong focus on ensuring **high-potential women** have development plans in place through our annual talent-planning cycle.

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**This analysis presents the gender pay gap across all relevant employees in the Scotiabank Ireland organization as at 30 June 2025. The gender pay gap is calculated in accordance with the reporting requirement issued by the Irish Government, calculating the average difference between the remuneration for men and women who are working, across all roles. This is not the same as equal pay for equal work. At Scotiabank, employees in the same role and level within each market, with similar performance, experience and tenure, are paid comparably.*

OUR 2025 NUMBERS*

	Hourly Fixed Pay		Bonus	
	Mean (%)	Median (%)	Mean (%)	Median (%)
Overall	10	18	4	14
Revenue Generating	14	27	-7	19
Support & Control	6	6	-4	0

Pay and Bonus Gap

Overall, our mean hourly fixed pay gap is 10%, largely due to a higher representation of men in revenue-generating roles. Our overall mean bonus pay gap is 4% due to the distribution of headcount. However, when we segment the data across revenue generating and Support & Control Function employees, the mean bonus pay gaps are negative.

	Men (%)	Women (%)
Overall	81	91
Revenue Generating	100	100
Support & Control	75	89

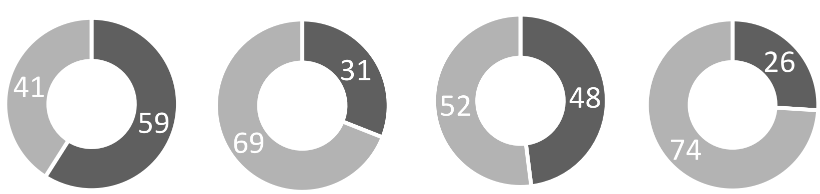
Employees who Receive a Bonus

Typically, employees who did not receive a bonus joined after the end of the Bank's fiscal year-end (31 October).

	Men (%)	Women (%)
Overall	97	98
Revenue Generating	100	100
Support & Control	96	97

Employees who Receive Benefits in Kind

All employees receive Private Medical Insurance as standard; however, a small portion of employees have opted out.



Quartile 1 Lowest | Quartile 2 | Quartile 3 | Quartile 4 Highest

Women Men

Employees by Pay Quartile

Each pay quartile represents 25% of our total employee population ranked by hourly rate of pay.

DECLARATION

We confirm that the Scotiabank Ireland Gender Pay Gap calculations featured in this report are accurate.

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Scotiabank Ireland

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Scotiabank Ireland

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