

The background of the image shows a group of four people in a modern office setting. A man with glasses and a beard is in the foreground, looking towards the right. Behind him, a woman with glasses is smiling. Further back, a man with a beard is looking at a laptop. On the far left, a woman is partially visible, also looking at a laptop. They are all seated at a long wooden table. The office has large windows and modern lighting.

Gender Pay Gap Report 2025

Gender Pay Gap Report

At AXA MPS Financial Dac, we're committed to protecting what matters, and that includes our people.

2025 is our first published Gender Pay Gap report with our mean pay gap at 22.6% and our median pay gap at 23.1%. The following report outlines our gender pay gap figures along with what we have done and what we plan to do, to promote gender balance across our business.

2025 snapshot date for at AXA MPS Financial Dac was 25th June 2025.



Change in action: Our journey so far

We are proud of the progress we have made on our journey to becoming a gender inclusive leader amongst all employers.



Measure Progress with inclusion Metrics

We have implemented a HR dashboard that gives us a clear view of gender balance across key indicators in leadership, training and remuneration



Inclusive Recruitment

Our HR team continues to drive best practice by targeting to obtain a balanced and diverse set of candidates when recruiting internally and externally.



Training Programmes

We continue to develop all employees across our organization with our comprehensive training programmes and individual professional education. We recently participated in an all-Ireland AXA mentoring programme.



We Care Policies

We have an extensive suite of policies under our “We Care” programme supporting all employees through each life stage.



Our Numbers

AXA MPS Financial DAC hourly gender pay gap is 22.6% (mean) and 23.1% (median). Further details on gender distribution and what's behind the numbers are on page 5 and 6 respectively.

Pay Gap	Mean	Median	Receiving	
			Men	Women
Hourly Pay GAP	22.6%	23.1%	Bonus	
Bonus Gap	34.0%	29.7%	94%	97%
Part-time Pay GAP	0%	0%	BIK	
Temporary Contract Gap	0%	0%	94%	93%

Notes:

- 1) There is a higher proportion of males in the upper quartile leading to a higher mean hourly pay and bonus.
- 2) There is a higher proportion of males in the upper quartile. The impact is the Median male hourly pay and bonus is in the Upper Middle Quartile whereas the median female is in the Lower Middle Quartile.
- 3) All employees are contractually eligible for performance-related discretionary bonuses, with the actual payment contingent on their continued employment at the time of disbursement.

Gender Distribution Across AXA MPS Financial

AXA MPS Financial DAC is made up of 52% men and 48% women. Our large variances are represented by Senior Management levels being predominantly men.

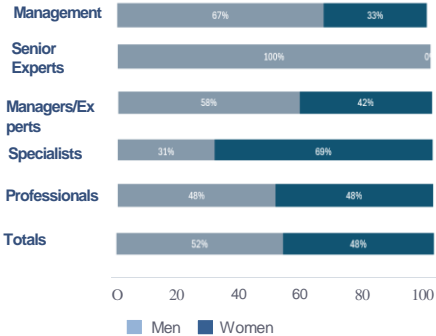


Table 1 shows the % of gender distribution across our job clusters.

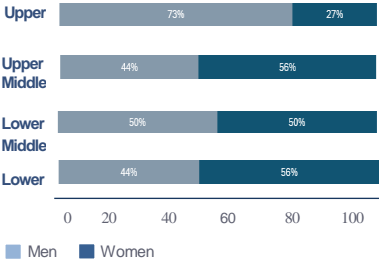
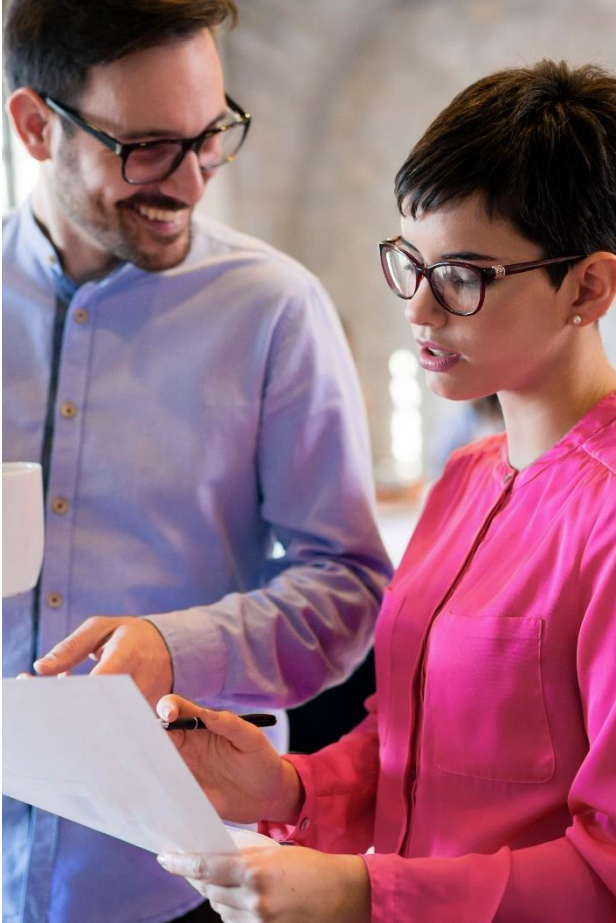


Table 2 shows the % of gender distribution across our Pay Quartiles at AXA MPS Financial DAC.





What's behind the numbers

Through our internal equal pay analysis and our commitment to fair pay, colleagues receive equal pay for equal work at AXA MPS Financial DAC.



Representation

Our current gender pay gap is primarily influenced by the higher proportion of men in Senior management levels which are higher-paid roles within the organization.



Bonus Gap

Our mean bonus gap is 34.0% and our median is 29.7%. One of the key drivers of the bonus gap is the higher representation of men in senior roles. All employees are contractually eligible for performance-related bonuses, with the actual payment contingent on their continued employment at the time of disbursement. This structure reflects our commitment to rewarding performance and supporting career progression across the organization.

Looking ahead

Moving into 2026, AXA MPS Financial is committed to ensuring fair and equal pay for all positions, whilst maintaining equitable remuneration practices. In addition, focusing on the following elements:



Representation

Continue to Invest consistently in internal promotions and mobility initiatives to support career development and retain talent within the company.



Recruitment

Continue tracking the gender composition at each stage of the recruitment process to promote diversity and equal representation



Target supports

Where any barriers are identified we will implement interventions to drive progression and balance



Insurance and society

Continue to use AXA MPS Financial's position to drive change across the wider Insurance industry



