



harmonic

# GENDER PAY GAP REPORT

2025

PRIVATE AND CONFIDENTIAL

## 1. OVERVIEW & KEY FACTS

Harmonic Consulting Ireland Limited (“HCIL” or the “Company”) is presenting this Gender Pay Gap report in accordance with the Gender Pay Gap Information Act 2021 (as amended).

Harmonic is a specialist provider of fund administration support services to investment managers and institutional clients. Operating within Ireland and globally, as part of the Harmonic Fund Services group, the Company supports a diverse portfolio of funds across multiple asset classes, including hedge funds, private equity, and alternative investment structures.

HCIL’s operations in Ireland focus on delivering high-quality client service, robust compliance, and innovative technology solutions to meet the evolving needs of the global alternative investments industry. The team comprises experienced professionals in fund accounting, fund operations, investor services, and regulatory reporting, working collaboratively to uphold industry best practices and maintain strong governance standards.



## 2. PAY GAP METRICS



### OUR ANALYSIS

#### Mean Hourly Pay Gap: -4.37%

On average, women earn **4.37% more per hour** than men across the organisation. This means that female employees are generally higher paid than males, although the gap is slight at less than 5%.

#### Median Hourly Pay Gap: 3.23%

At the midpoint of hourly pay, men earn **3.23% more per hour** than women. This shows that male employees in the middle of the pay scale are slightly higher paid than their female counterparts, indicating a modest gap in favour of men.

#### Mean Bonus Pay Gap: 17.27%

On average, men receive **17.27% more in bonus pay** than women. This demonstrates a notable difference in overall bonus amounts between male and female employees. This can broadly be explained by the number of female new hires in 2025, who joined after the bonus cut off date, and thus were not eligible for a bonus this year. Next year, we expect this metric to be reduced.

#### Median Bonus Pay Gap: 5.45%

At the median level, men earn **5.45% more in bonuses** than women. The smaller gap compared to the mean suggests that the disparity is driven primarily by higher bonus amounts among top earners, rather than being widespread across all bonus recipients.



## 2. PAY GAP METRICS

### OUR ANALYSIS

**Men Receiving Bonuses: 94.34%**

**Women Receiving Bonuses: 82.05%**

More male employees received a bonus in 2025 compared to women, with a gap of over 12 percentage points. This does not indicate a disparity in the allocation of bonuses, but is a result of the large number of female new hires in 2025, who joined after the bonus cut off date, and thus were not eligible for a bonus this year. Next year, we expect this figure to be reduced, as female employees who were not eligible to receive a bonus this year become bonus eligible.

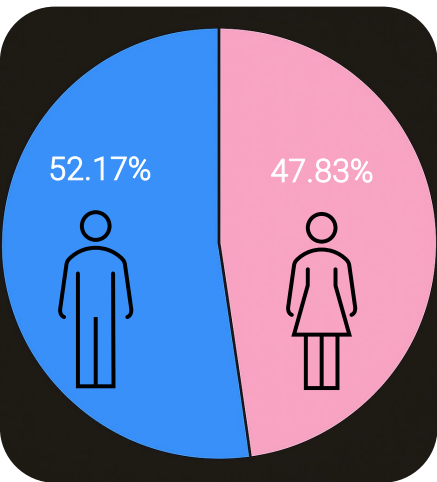
**Men Receiving BIK: 96.23%**

**Women Receiving BIK: 100%**

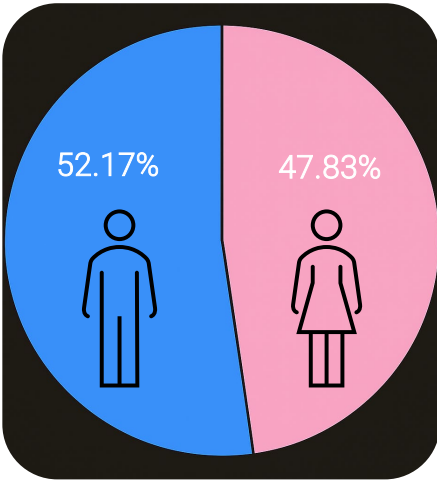
The distribution of Benefits in Kind (BIK) is almost equal, with women slightly ahead at full coverage. The very slight gap indicates strong consistency in applying BIK policies across genders, ensuring equitable access to non-cash benefits such as company perks or allowances.

3. DISTRIBUTION & REPRESENTATION

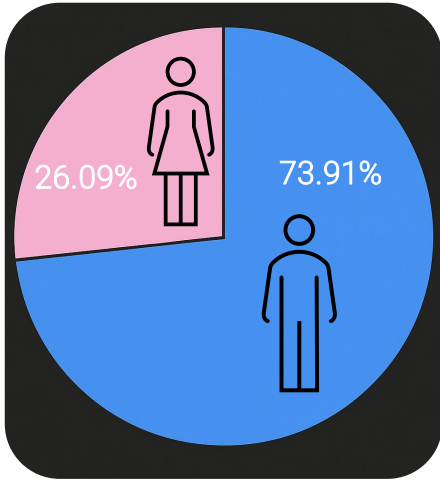
PAY QUARTILES



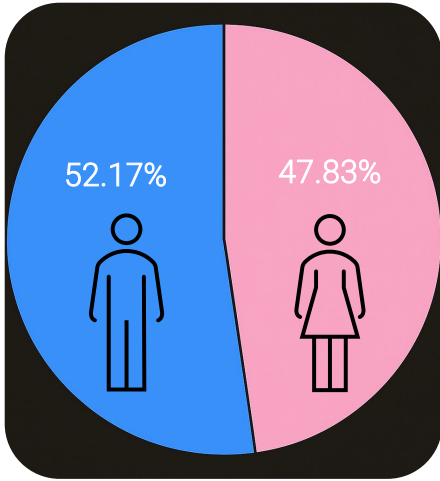
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Lowest Pay

Highest Pay

### 3. DISTRIBUTION & REPRESENTATION

#### Distribution Analysis

Near gender parity exists in both the Lower Quartile and Lower Middle Quartile, with male representation at **52.17%** and female representation at **47.83%** in each. This indicates balanced representation within the lower pay bands.

In the Upper Middle Quartile, female representation falls to **26.09%**, while male representation rises to **73.91%**. The Upper Quartile returns to near parity (**52.17% male, 47.83% female**). The imbalance observed in Quartile 3 therefore reflects a specific shift within the upper mid-level pay range.

This variation in Quartile 3 is largely influenced by staff that availed of different types of leave throughout the period. Several employees who would typically fall within the Q3 pay band had adjustments to their hourly remuneration while on leave, resulting in their movement into Quartile 4 for reporting purposes. This is a temporary difference and is an idiosyncratic effect of different types of leave and role changes throughout the period. We expect this difference will converge to the percentages of the other quartiles in the next period.

Overall workforce composition also plays a role, with 53 men and 39 women across the organisation in Ireland.

#### Our Approach

We continue to support a balanced and inclusive workplace and recognise the importance of strong female representation across all levels of the organisation. While year-to-year quartile movements can be influenced by factors such as leave arrangements and remuneration adjustments, we remain committed to fostering an environment where women have opportunities to progress, including into senior and executive roles.





## 4. METHODOLOGY & DISCLOSURES

**Snapshot Date:** The data in this report is based on employee pay as of the reporting period (July 1 2024 – June 30 2025), in line with the Gender Pay Gap Information Act 2021.

**Employee Population:** Includes all employees on the payroll on the snapshot date, regardless of contract type (full-time, part-time, temporary).

**Ordinary Pay:** Includes basic pay, allowances and bonus pay.

**Bonus Pay:** Includes performance-related bonuses, commission, and other incentive payments.

**Benefits in Kind:** Refer to non-cash remuneration provided by the employer to employees, which has a monetary value. Examples include company health insurance, the bike to work scheme, or other non-cash perks.

**Calculation Method:** Gender pay gap figures have been calculated using the prescribed formulas under the Act, expressed as the difference between the average hourly remuneration of men and women as a percentage of men's pay.

Both mean and median pay gaps are reported for hourly pay and bonus pay. Proportion of men and women receiving bonuses and BIK is also disclosed.

**Quartile Analysis:** Employees are ranked by hourly pay and divided into four quartiles to show gender distribution across pay bands.

This report complies with the Gender Pay Gap Information Act 2021 and associated regulations.

Figures are based on the Company's payroll data and have been validated for accuracy.

No adjustments have been made for factors such as role, tenure, or performance; the figures represent raw pay gap data as required by law.

All data has been anonymised and aggregated to ensure compliance with GDPR and protect individual employee privacy.

This report reflects data as of the snapshot date and may not capture subsequent organisational or pay structure changes.