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# CSC Ireland

## Gender Pay Gap Report 2025



# Our Growth in Ireland

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CSC's presence in Ireland has more than doubled since 2022 when we came together with Intertrust Group, making us the world's leading provider of business administration and compliance solutions. As the businesses and communities we serve continue to grow and evolve, our people remain at the heart of everything we do.



This is the first year that CSC Ireland has been required to report under the legislation. This report marks an important milestone in our continuous journey to help create an environment in which our people, partners, clients, and communities will be better off tomorrow than they are today. As a global company with more than 8,500 people, we embrace our colleagues for who they are and create environments that are free from discrimination.

CSC is committed to fostering diversity, equity, and inclusion and a culture of allyship and belonging across our global organisation. As a part of this, we are working to reduce any gender pay gap and to achieve gender representation across our workforce.

**Jackie Smetana,**  
Chief Human Resources  
and Operations Officer



# Introduction

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As part of our ongoing commitment to transparency, equity, and inclusion, we are pleased to present the first Gender Pay Gap Report for CSC Ireland. The report is published in accordance with the Gender Pay Gap Information Act 2021, which from 2025, requires organisations with 50 or more employees in Ireland to report on their gender pay gap.

As CSC and Intertrust Group came together as a global company in 2022, we saw an opportunity and recognised the need for a unified and transparent approach to how we grow and support our people. This led to the creation and launch of our Global Career Framework (GCF) in 2024. Our GCF is a consistent and scalable foundation that underpins all our talent practices, from hiring and development to promotion and rewards. It enables us to align across regions and functions, ensuring clarity and opportunity for all our employees, wherever they are in the world. It allows us to create consistency in career progression and supports our commitment to equity and inclusion at every level. By embedding these key principles into the very structure of how careers are defined and managed, we aim to ensure that everyone has equal opportunity to grow, thrive and be recognised for their contributions.

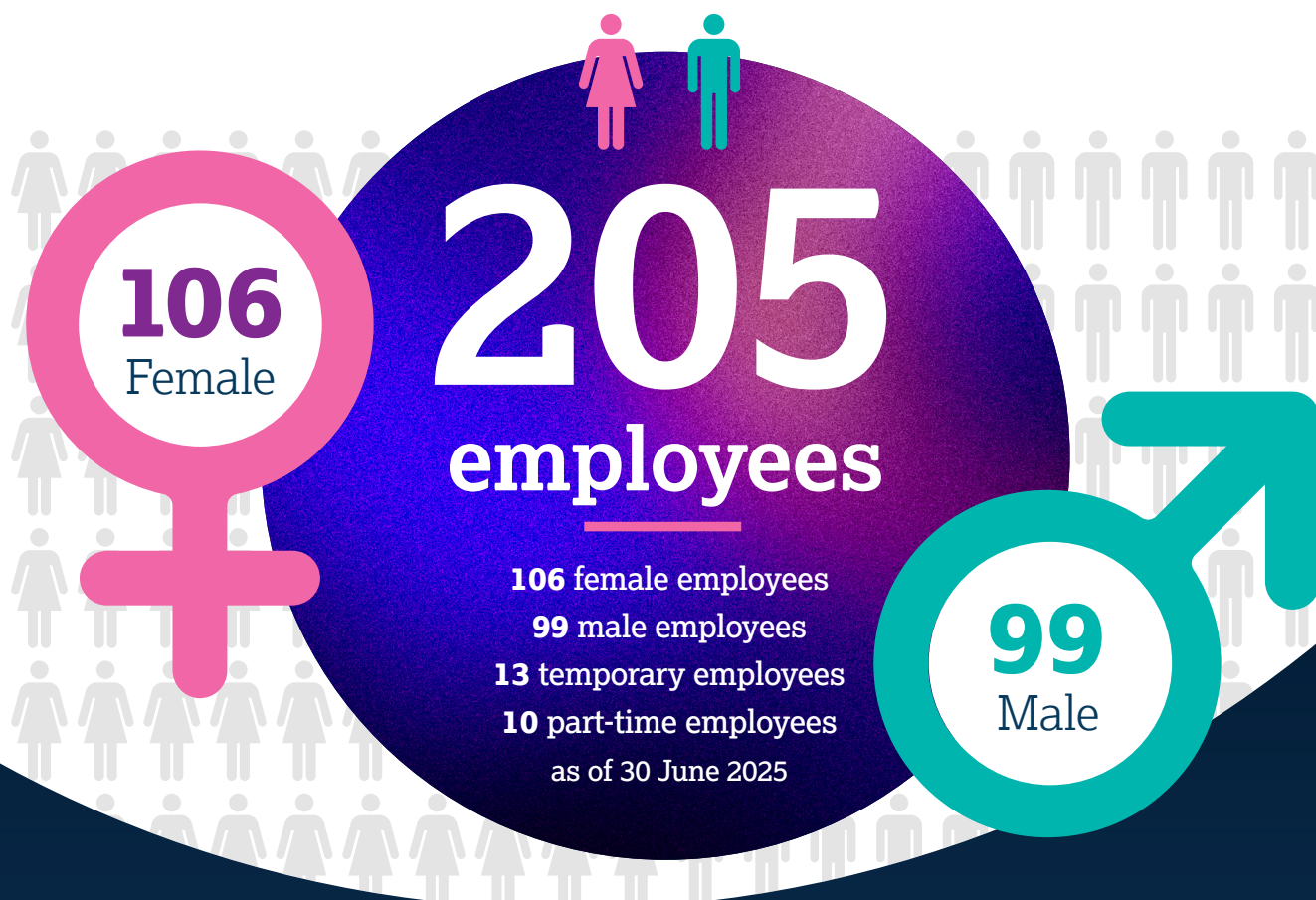
While this report fulfils our obligations under Ireland's gender pay gap reporting requirements, it also represents a broader commitment to transparency, accountability, and ongoing progress.

We recognise that gender pay gaps are influenced by a range of factors, including representation at different levels of the organisation. That's why we are focused not just on reporting the data, but on understanding the story behind it and acting where it matters most. In the pages that follow, we will provide a breakdown of the mean and median hourly pay gaps, bonus gaps, and the distribution of male and female employees across pay quartiles, as well as details on bonuses and benefits received. While the gender pay gap highlights the difference in average earnings between men and women across the organisation, it's important to note that this is not the same as pay equity, which refers to ensuring that individuals are paid fairly for the same or similar work, regardless of gender.

For the purpose of this report and in line with the legislation, we're publishing data on our two largest employing entities, CSC Finance Holding (Ireland) Limited and CSC Capital Markets (Ireland) Limited. The data presented is based on a 12-month lookback from our chosen snapshot date of 30 June 2025. As of that date, CSC Finance Holding (Ireland) Limited had 142 employees and CSC Capital Markets (Ireland) Limited had 63 employees therefore meeting the 2025 reporting requirements.

# Metrics and Understanding the Results

The following represents the combined results from two of our employing entities: CSC Finance Holding (Ireland) Limited and CSC Capital Markets (Ireland) Limited. This data is based on:



## Mean and median percentages

The mean and median percentages within the report indicate how much higher or lower the mean or median remuneration for female employees is, relative to that of male employees.



—%

A **negative** percentage indicates higher average remuneration for women.



+%

A **positive** percentage indicates higher average remuneration for men.

# Pay gap

The percentage difference in average hourly pay between male and female employees.

	Mean	Median
All employees	2.1%	1.4%
Temporary employees	5.0%	0.3%
Part-time employees	-7.4%	0.2%

The overall mean results are slightly favourable for men in comparison to women and reflect the impact of a few long-tenured senior male leaders. The median figures show a more representative picture of the gender pay variances as the calculations normalise the impact of the long-tenured senior male leaders noted above.

Temporary roles account for just 6% of the reported workforce. The data suggests that pay for temporary roles is relatively consistent across genders, especially when focusing on the median calculations.

Part-time roles account for less than 5% of the reported workforce, but that group is comprised of 80% women. In this population, we see that the overall mean results are favourable to women with the median calculations being almost equal.

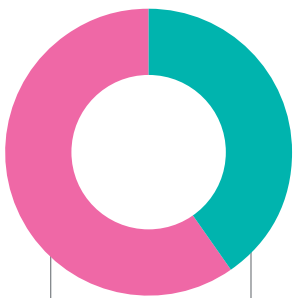
# Pay quartiles

The distribution of male and female employees across four equal pay quartiles, from lowest to highest.



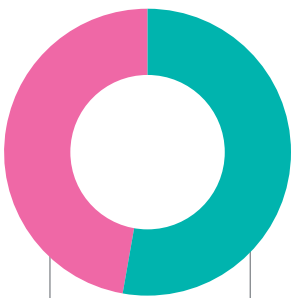
The data shows that distribution of females and males is nearly equal across the four quartiles. The most notable difference is in the lower quartile, where we have a slightly higher representation of females than males.

Lower quartile



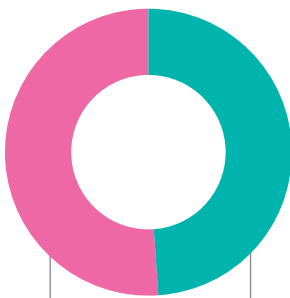
59.62% 40.38%

Mid-lower quartile



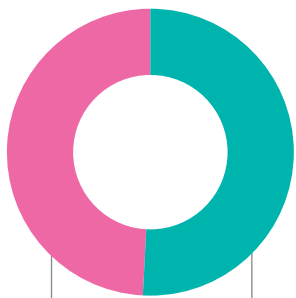
47.06% 52.94%

Mid-upper quartile



50.98% 49.02%

Upper quartile

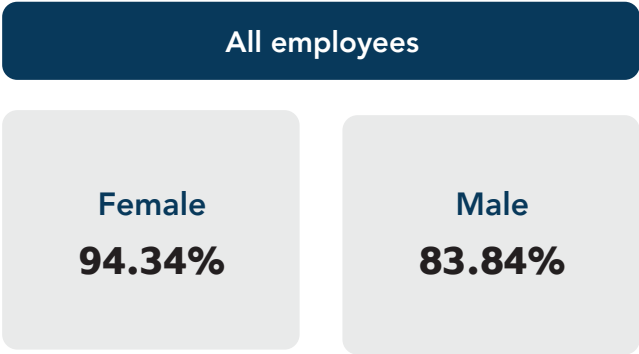


49.02% 50.98%

# Bonus recipients

The percentage of male and female employees who received bonus pay during the reporting period.

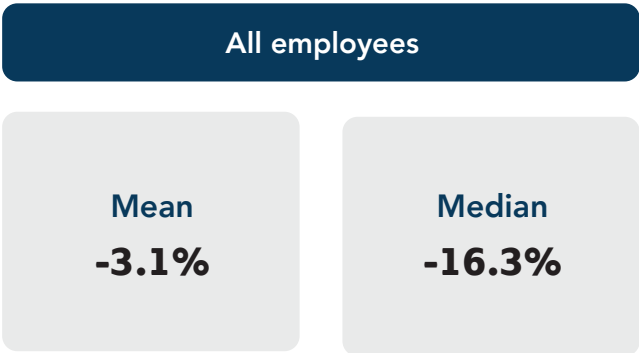
Bonus payments at CSC are discretionary and based on individual, business unit, and companywide performance. Although both men and women are equally eligible to participate in the company bonus scheme, certain qualifying criteria must be met which has influenced the overall results.



# Bonus gap

The percentage difference in average bonus pay received by men and women.

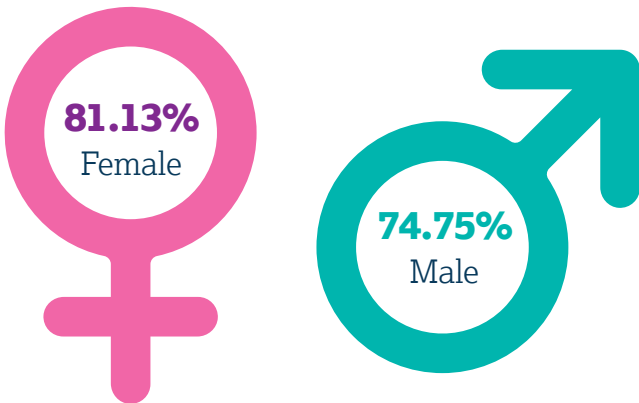
The bonus pay gap currently favours women, with the data indicating that women received on average a higher bonus than men. Bonuses are discretionary and are based on the performance of the individual, business unit, and company.



# Benefit-in-kind recipients

The percentage of male and female employees who received benefits such as health insurance.

Men and women are equally entitled to enroll in benefits in kind at CSC which include our opt-in medical and dental schemes. The data shows that a high percentage of our organisation have chosen to sign up for these benefits and it is something that we will continue to promote.



# Addressing the Gender Pay Gap

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Addressing the Gender Pay Gap is a long-term process and requires deliberate and sustainable actions.

As this is our first gender pay gap report, we're encouraged by the results and findings which positively reflect our commitment to fostering an inclusive and equitable workplace. At the same time, we recognise that this is just the beginning, and we're committed to building on this strong foundation through targeted measures aimed at addressing the gap. This report marks not just a reflection in terms of where we stand today but a statement of our intention of where we want to continue to go.



## **Empowering careers and rewarding contribution**

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CSC is committed to creating an environment where every employee has the opportunity to grow, develop, and succeed. At the same time, our goal is to ensure that employee contributions are recognised and rewarded fairly.

- We are committed to increasing diversity across all levels by prioritising professional and career development. To support this, we actively sponsor education and development initiatives that enable progression throughout the organisation.

- Our approach to reward is rooted in performance. We recognise colleagues for their contributions, not because of their backgrounds.
- We celebrate long-term commitment through our service award program, which recognises all employees equally when they reach key milestones in their careers.

At the time of publishing this report, in 2025 we have promoted almost a quarter of our Ireland-based workforce with 68% of promotions being female. We'll continue to regularly review our promotion and performance processes to ensure they remain transparent, inclusive, and aligned with our core values. We'll benchmark against industry standards to identify gaps and action improvements and remain committed to equipping all of our employees with the tools and support they need to thrive and advance their careers at CSC.



## **Supporting our people**

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We recognise that supporting all of our employees in balancing work and personal responsibilities is essential to creating a fair and inclusive workplace.

- We provide enhanced fully paid maternity and paternity leave for the birth or adoption of a child.
- We're sure to keep employees informed of their entitlements and will always communicate any enhancements as they are made.



- Our hybrid work model allows employees to have flexibility within their week while still having the chance to collaborate and connect with their team.
- We welcome and consider requests for part-time or adjusted working hours. We understand that flexibility is especially important for those with caregiving responsibilities or changing personal circumstances, and we are committed to finding workable solutions that can suit everyone wherever possible.

We want to accommodate the ever-changing priorities of our employees and their families and therefore we're committed to a regular review of our parental and flexible working policies to ensure they continue to meet the needs of all of our employees regardless of gender, while still achieving the company's goals.

## **Diversified talent**

One of our guiding principles is that we seek to continuously increase the number of diverse candidates at the beginning of the recruiting pipeline, as well as increasing the overall attraction, selection, and retention of diverse colleagues.

- Our leaders follow a standardised, structured interview process with clear guidelines to ensure consistency and fairness during the recruitment process.
- Both our Talent Acquisition Team and leaders regularly complete unbiased interviewing and general bias training to support objective decision-making.
- Ahead of incoming legislation, we no longer ask for salary history information to guide job offers. Our offers are based solely on experience and align with our Global Career Framework.

- We collaborate with Diversity and Belonging (D&B) and Marketing internally to ensure we use gender-neutral and inclusive language across external communications and job platforms like LinkedIn and Indeed. We also only work with job agencies that follow our D&B guiding principles.

We're committed to regularly reviewing our recruitment process and practices to ensure they remain inclusive and equitable. We'll continue to review and benchmark our Global Career Framework against local market data, ensuring that compensation remains fair, consistent, and gender neutral. In addition, we'll continue to share gender representation metrics with our most senior leaders to ensure gender equality remains a strategic priority across all service lines.



## **CSC Gives Back**

In tandem with the overarching [CSC Gives Back programme](#), coordinating volunteer opportunities and boosting our philanthropic efforts are key to our culture and helping drive our commitment to diversity and belonging.

- CSC Gives Back is an internal programme whereby colleagues give back to the local and global communities. CSC then matches these colleague donations to charities each year.
- In our Ireland-based offices, we have a dedicated [Diversity and Belonging \(D&B\) Committee](#) who have led a number of initiatives not only related to gender equality but also promote different cultures and ethnicities within our office. As part of International Women's Day (IWD) celebrations, our D&B committee organised a series of interviews with female and male leaders from our Irish office. We also recently hosted a session with WorkEqual to celebrate IWD and to highlight the support they offer to help women and people with disabilities enter or return to the workforce. These stories help bring visibility to different voices and perspectives, inspiring us to continue championing equality and inclusion in everything we do.



At CSC, building a culture of belonging is a shared responsibility, and one we all play a part in shaping. We want to encourage our colleagues to continue to contribute to CSC Gives Back and volunteer their time to causes important

to them. As a company, we want to continue to collaborate with charities like WorkEqual and look to find ways to get involved in other local and global gender equity initiatives to help continuously promote gender equality.

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Our first Gender Pay Gap report marks an important step in being open about where we are today and where we want to improve. We're committed to building a fair and inclusive workplace where everyone has the chance to grow and succeed. While this report gives us a starting point, we know that there's more to do but we're focused on making real, lasting progress.



# Appendix – Results by Entity

CSC Ireland currently consists of four employing entities however as per the legislative requirements, this report just focuses on the employing entities that meet the reporting threshold—CSC Finance Holding (Ireland) Limited and CSC Capital Markets (Ireland) Limited. These two entities are our largest employing entities. The data accounts for approximately 92% of the Irish workforce therefore presenting an accurate representation of the gender pay gap across CSC in Ireland.

A breakdown of the results between the two entities can be found below. It should be noted that a small number of senior and executive leaders present in both entities heavily influence the results when considered individually. There are also no male part-time employees in the CSC Capital Markets (Ireland) Limited entity therefore no data has been provided for this metric.

## Pay data – all employees

Entity	All employees					
	Mean hourly remuneration gap	Median hourly remuneration gap	Lower quartile	Mid-lower quartile	Mid-upper quartile	Upper quartile
CSC Finance Holding (Ireland) Limited	-4.8%	0.2%	Female: 54.29% Male: 45.71%	Female: 47.06% Male: 52.94%	Female: 54.05% Male: 45.95%	Female: 47.22% Male: 52.78%
CSC Capital Markets (Ireland) Limited	17.5%	15.3%	Female: 70.59% Male: 29.41%	Female: 47.06% Male: 52.94%	Female: 42.86% Male: 57.14%	Female: 53.33% Male: 46.67%

## Pay data – temporary and part-time employees

Entity	Temporary and part-time employees			
	Mean temporary pay gap	Median temporary pay gap	Mean part-time gap	Median part-time gap
CSC Finance Holding (Ireland) Limited	3.8%	0.3%	11.8%	10.8%
CSC Capital Markets (Ireland) Limited	8.2%	7.9%	N/A	N/A

## Benefits in kind

Entity	Proportion receiving	
	Male	Female
CSC Finance Holding (Ireland) Limited	74.75%	81.13%
CSC Capital Markets (Ireland) Limited	75.86%	76.47%

## Bonus data

Entity	All employees			
	Mean bonus gap	Median bonus gap	Proportion receiving bonus	
			Male	Female
CSC Finance Holding (Ireland) Limited	-28.6%	-28.0%	74.75%	81.13%
CSC Capital Markets (Ireland) Limited	31.90%	-11.4%	76.47%	74.75%



Note: Results are published for CSC Finance Holding (Ireland) Limited and CSC Capital Markets (Ireland) Limited. The data presented is based on a 12-month lookback from our chosen snapshot date of 30 June 2025. As of that date, CSC Finance Holding (Ireland) Limited had 142 employees and CSC Capital Markets (Ireland) Limited had 63 employees therefore meeting the 2025 reporting requirements. Other CSC legal entities with employees in Ireland have fewer than 50 employees, and a statutory disclosure is not required.