

GENDER PAY GAP REPORT 2025

MaplesFS Service Company
(Ireland) Limited



FOREWORD

MaplesFS Service Company (Ireland) Limited ("MFS") is a leading independent provider of fiduciary, fund, regulatory and compliance, entity formation and management services. We bring in-depth knowledge of a wide range of investment vehicles and structures, including regulatory and investor requirements, while providing a comprehensive suite of services and operational support. Our expert teams and innovative technology enable us to deliver exceptional service and adaptable solutions to our clients in navigating the complexities of today's global business landscape.

Guided by our core values of Excellence, Teamwork, One Group, Integrity, People, and Communication: Our mission is to:

- Excel in all that we do for our clients.
- Create a rewarding environment for our people.
- Inspire change in our community.

We believe that having a diverse organisation and an inclusive, equitable environment strengthens our ability to deliver on this mission. It enables us to attract and retain top talent, while fostering a culture of collaboration and sound decision making leading to enhanced performance and long-term success.

At MFS, we recognise that our people are our biggest strength. We are committed to building long-term partnerships with our clients and providing bespoke guidance and support as their businesses grow and evolve. This is achieved through a team that is dedicated to maintaining a deep understanding of each client's unique needs and acting as a trusted extension of their day to day operations.

Our continued success depends on our ability to attract, develop, and retain exceptional people, supporting their growth and fulfilment both professionally and personally. We value diverse perspectives and experiences and believe that cultivating a culture that celebrates these key differences is key to driving innovation and excellence.

At MFS, we believe people should feel empowered to be their authentic selves and perform at their best. We are committed to fostering a culture where performance is valued, and equal access to opportunities for hiring, training, advancement, compensation, and benefits is available to all regardless of race, religion, ethnicity, age, gender identity, sexual identity, disability, family or civil status or any other personal characteristic. We embrace diversity across our 15 offices worldwide and maintain a number of policies and programmes to ensure positive and equitable experiences for all colleagues.

MFS demonstrates its commitment to Diversity, Equity and Inclusion ("DEI") through comprehensive internal policies, programmes and initiatives. Our Global Diversity, Equity and Inclusion Lead collaborates closely with our senior leadership, DEI committees and teams across all of our offices to continually evolve and strengthen our approach to DEI.

Now in our second year of reporting, the 2025 Gender Pay Gap Report highlights the continued steps we are taking to advance women's representation and progression across the organisation. We are encouraged by the progress made since our inaugural report and remain committed to building on this foundation and driving meaningful, lasting change across MFS.



Scott Somerville
Chief Executive Officer



OUR COMMITMENT TO GENDER DIVERSITY

At MFS, we believe that a balanced and fair organisation strengthens talent attraction, engagement, retention, and our ability to deliver better outcomes for our clients. We have a zero-tolerance policy for bullying, harassment or discrimination based on gender and gender identity.

We have introduced several new initiatives this year as part of a comprehensive strategy to enhance our efforts to attract, retain and develop women across all levels of the organisation. Among these is the launch of our Women's Network, an employee-led resource group designed to foster a supportive community for our female colleagues. In addition, we have introduced a robust Dignity at Work Policy and Training programme, which sets clear standards for a respectful and inclusive workplace, ensuring we have a swift and fair resolution to any workplace issues that arise.

Our talent plan begins as early as our Transition Year Programme and extends through our intern and graduate programmes. This approach ensures a structured and supportive career pathway for women from the outset of their careers, enabling professional growth and leadership readiness.

Our succession planning process incorporates high potential development initiatives to ensure we have a strong pipeline of women ready for key roles within the organisation. We have also introduced new leadership groups, including our Senior Vice President Group and Vice President Group, providing female leaders across the organisation with opportunities to engage with senior leadership and contribute to strategic initiatives.

These initiatives collectively demonstrate our ongoing commitment to strengthen female representation across all levels of the Maples organisation.

- **Gender Representation** - We continue to monitor gender representation across all levels of seniority, recognising that diversity of thought and experience enhances decision-making and organisational performance.
- **Prioritising DEI** - In 2024, the Group appointed a Global Diversity, Equity and Inclusion Lead to work closely with our senior leadership, DEI committees and various teams across all offices. Since this appointment, we have launched our first DEI survey and focus groups to better understand colleague sentiment and ambitions around DEI. Findings from the survey and subsequent focus groups will guide the development and implementation of a comprehensive global DEI strategy. Following the roll out of our Group-wide DEI survey and confidential focus group sessions, we have made significant progress in the development of our first Group-wide DEI strategy. The strategy will be launched in 2026 and will guide our efforts to cultivate an inclusive workplace and contribute meaningfully to our communities.



OUR COMMITMENT TO GENDER DIVERSITY

- **Inclusive Policies** - The Group's Family Leave Policy offers comprehensive support for maternity, paternity, surrogacy, adoptive, and parental leave. We also recognise that colleagues may need flexibility for personal reasons and we have introduced personal leave days to accommodate employees who need to be out of the office unexpectedly.
- **Employee Wellbeing** - This year, to create a supportive environment we have introduced global awareness sessions on Menopause. This included understanding the symptoms, acknowledging the challenges faced, and fostering empathy for both women going through menopause, their managers and their colleagues. We have also recently launched an internal site dedicated to women's health and wellbeing. This site shares dedicated resources on women's health and wellbeing to support our people through various life stages. Additionally, we are introducing a new mental health, wellbeing and coaching platform available to all employees to support them with their mental health and personal development.
- **Unconscious Bias Training** - Our interviewers participate in a two-part workshop that includes a module on unconscious bias. This ensures recruitment and talent decisions are made fairly and objectively, without bias including gender bias.
- **Training Programmes** - The Group's further education policy supports employees in advancing their careers through continued education. Throughout the year, we host numerous training seminars and structured management and leadership development programmes to attract, retain and advance women. We are committed to maintain an equitable and inclusive workplace where every employee has the opportunity to develop the career, they want, fostering both colleague engagement and a positive working culture.
- **International Women's Day 2025 "Accelerate Action"** - We provide opportunities for our colleagues and clients to come together to share their experiences and perspectives on gender diversity and to learn from each other. In March 2025, we hosted over 130 of our clients and colleagues at a lunch in Fire restaurant. We chose to recognise Aimee Connolly, founder & CEO of Sculpted by Aimee. We also hosted a breakfast networking event where our employees were encouraged to have a meaningful discussion and share their experience of this year's theme "Accelerate Action".
- **Development Opportunities** - The Group has recently discussed a pilot Sponsorship programme for top performers in 2026. The programme will support us in cultivating a gender diverse talent pipeline and accelerate development for women across the group.



INTRODUCING THE GPG

The Gender Pay Gap Information Act

Under the gender pay gap legislation, public and private sector employers with more than 50 employees are required to report their gender pay gap between women and male employees.

The Equality and Human Rights Commission¹ defines the gender pay gap as measuring the difference in average earnings between women and men. Gender pay gap reporting measures the average hourly pay across all employee roles and levels and compares the average for women against the average for men. If there is a difference in either direction, it is referred to as a gender pay gap.

Gender Pay Gap reporting is not to be confused with **Equal Pay** which refers to the pay difference between men and women who carry out the same job or perform work of equal value. The purpose of the gender pay gap legislation is to identify where there is an imbalance in gender representation at various levels within our firm.

Reporting Entities

This report includes the findings for MaplesFS Service Company (Ireland) Limited ("MFS").

For the purposes of these reporting requirements, we have chosen the snapshot date of **30 June 2025**.

Gender Pay Gap Versus Equal Pay

Equal pay refers to the pay difference between men and women who carry out the same job or perform work of equal value. The **gender pay gap** is the difference in the average hourly pay of women compared to men, such that it captures whether women are represented evenly across an organisation.

Positive Versus Negative Figures

Where a percentage difference is shown, a **positive** value indicates a percentage difference in favour of men and a **negative** value indicates a percentage difference in favour of women.

Mean Versus Median

The mean is the difference between women's and men's average hourly wage across the entire firm.

The median is the difference between women's and men's median hourly wage when all employees are ranked from highest paid to the lowest paid. This measure provides a clearer indication of pay distribution across the firm.

¹ EHRC - www.equalityhumanrights.com/guidance/gender-pay-gap-reporting



COMMENTARY

At MFS we have implemented several strategic initiatives designed to foster an inclusive and equitable culture. This includes establishing a Women's Network to support peer connections and career development and introducing a global Dignity at Work policy and training to help embed an inclusive environment. We also are continuing to enhance our talent programmes through our Transition Year, Intern and Graduate programmes, ensuring that inclusivity is built into the earliest stages of the talent pipeline.

Crucially we remain focused on advancing our female talent through the newly formed Senior Leadership Team Meetings and Vice President Team Meetings, which promote collaboration, cross functional knowledge sharing and leadership development across the business.

At MFS, we continue to focus on creating opportunities for women to thrive and grow within our organisation. In 2024 we published our first Gender Pay Gap report and it provided an opportunity to analyse our data and highlighted areas for improvement. Building on that foundation, in 2025 we began to implement our action plan to address those findings.

Our gender pay gap continues to be primarily driven by the proportionality of female representation in our most senior level roles. While our overall employee population is balanced in terms of gender, currently men occupy a greater amount of leadership roles in our organisation. Additionally, women in our management and leadership roles, on average, have shorter tenure.

This year's report also includes roles with global leadership responsibility that are based in the Dublin office. When reviewing our upper quartile and focusing on only our local leadership roles, we observed a decrease in our gender pay gap mean to 10.84%, and bonus mean decrease to 29.92%, which shows the impact of these global roles.

Since last year, we have seen incremental decreases in both our gender pay and bonus gaps. This positive trend reflects the continued promotion of female talent into senior leadership roles and demonstrates the effectiveness of our female talent pipeline at the upper management level. At this level, it is promising to see it includes 50% males and 50% females.

We are encouraged by the progress made to date and remain committed to continuing to bridge the gap in representation at the senior management level, ensuring that diversity and inclusion remain at the core of our growth and success.



COMMENTARY

External Partnerships

We collaborate with several external organisations who work on various initiatives that drive progress on gender equality.

- **100 Women in Finance** – The Group is a proud Leadership Council Member of 100 Women in Finance, with our people globally serving in different levels of leadership within the organisation.
- **Women in Fund Finance** – The Maples Group is a proud sponsor of Women in Fund Finance across the Americas, EMEA and Asia. Their focus is on the increased engagement, recognition and promotion of women leaders within the alternative investment fund finance industry and their goal is to help women succeed through global connections, education and professional advocacy.
- **American Chamber of Commerce** – We have supported female leaders to participate in The AmCham Women in Global Organisations Peer Mentoring Programme. The programme is designed to advance leadership skills in a safe and trusted environment.
- **Basis Point** – We are proud to support Basis point, which aims to give children in Ireland equal access to a brighter future through education, by funding evidence based educational programmes that tackle complex issues arising as children journey through their educational lifecycle to reach their life goals.

ACTION PLAN

While these activities, partnerships and initiatives provide more opportunities for women to progress their careers across MFS, there's clearly more we can do. The improvement in both mean and median gender pay gaps is encouraging. Therefore, we will continue to maintain focus on our 9-point action plan as reported last year.

We will maintain focus on our 9-point action plan:



Data-Led

- On-going listening through DEI Survey and confidential listening sessions to inform our strategy.
- Continue to collect and monitor gender representation data across all levels.



Recruitment

- Mandatory inclusive recruitment training for hiring managers and 'Conscious Inclusion' training as part of new manager induction.
- Bias refreshers just before end of year review and probation meetings.



Development / Promotions

- Sponsorship and reverse mentoring programmes to support talent development and progression for women.
- Continue to evolve competency framework to support colleagues in understanding options for career growth/development.

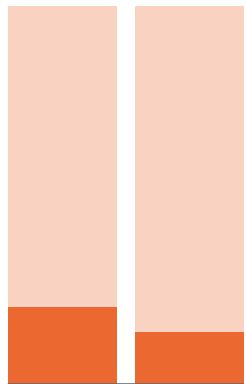


Education and Awareness

- Increasing awareness of gender diversity through training.
- Re-structure of our DEI Committees to better enable colleagues to contribute to our culture of inclusion.
- Increase communications around our gender equality and broader DEI journey.

FINDINGS

REMUNERATION



Gender Pay Gap Mean

20.50%

Gender Pay Gap Median

13.93%

PART TIME



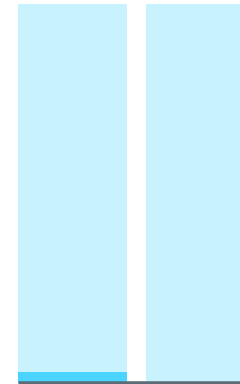
Gender Pay Gap Mean

0.00%

Gender Pay Gap Median

0.00%

TEMPORARY



Gender Pay Gap Mean

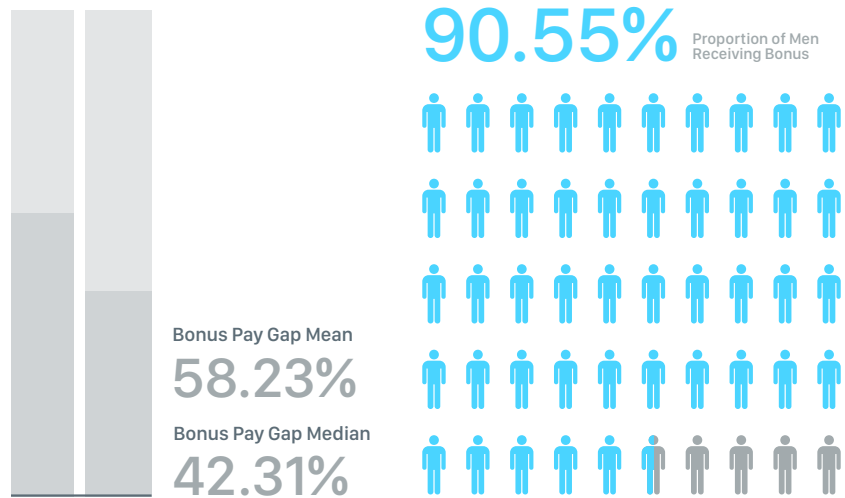
2.72%

Gender Pay Gap Median

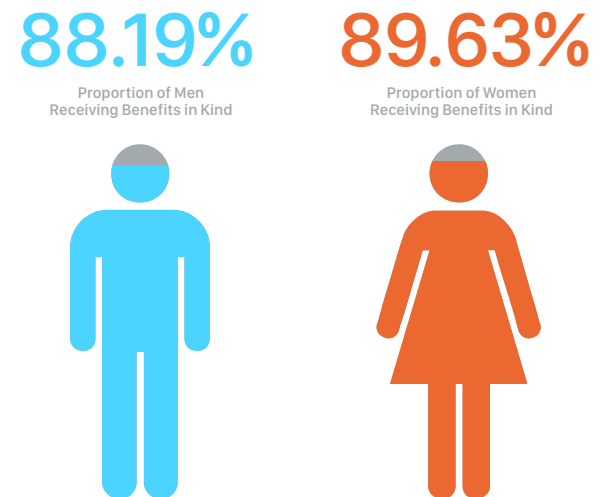
0.00%

FINDINGS

BONUS

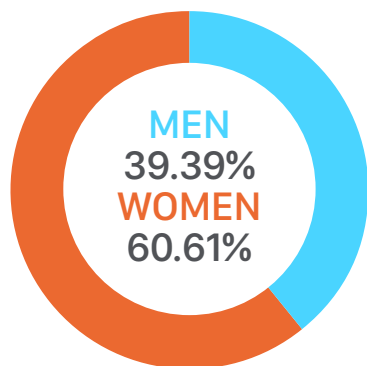


BENEFITS IN KIND

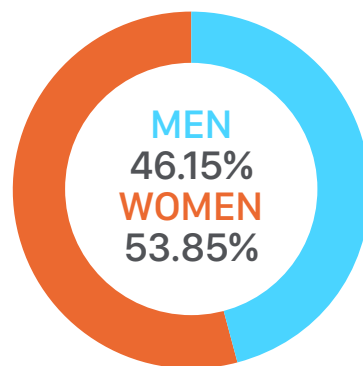


FINDINGS

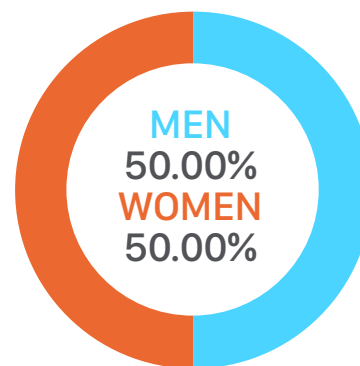
PAY QUARTILES



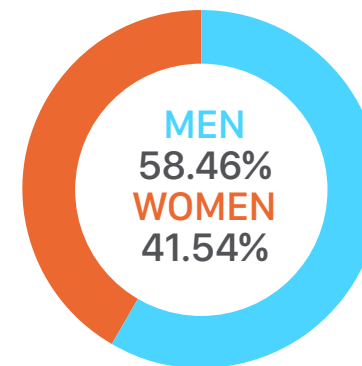
% of Colleagues
in the Lower Remuneration
Quartile Pay Band



% of Colleagues
in the Lower Middle
Remuneration Quartile Pay Band



% of Colleagues
in the Upper Middle
Remuneration Quartile Pay Band



% of Colleagues
in the Upper Remuneration
Quartile Pay Band



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