

2025 Ireland Gender Pay Report



Introduction

Our 2025 Ireland gender pay report shows that our mean hourly pay gap is 20.5%, and median hourly pay gap is 17.2%. Gender pay analysis compares compensation received by all women to the compensation received by all men on an aggregated basis, without adjusting for role, seniority, location or performance. Gender pay is not the same as equal pay, and gender pay analysis are directly impacted by employee demographics.

Bank of America is committed to equal pay for equal work, and our remuneration policies and practices reinforce this philosophy. This includes annual analysis with outside experts to examine individual employee pay for our global workforce, compensation adjustments where appropriate, and oversight from the Board and senior management.

At the heart of our approach to drive Responsible Growth in Ireland and globally is our commitment to investing in talented employees who represent a diverse range of experiences, skills, backgrounds and perspectives across many dimensions. This enables our employees to grow and build successful careers with Bank of America. Being a great place to work is core to our values and our efforts to build an inclusive and supportive culture.



A handwritten signature in black ink that reads "Margaret O'Shea".

Margaret O'Shea

Head of Human Resources for Ireland and Bank of America Europe DAC



A handwritten signature in black ink that reads "Fernando".

Fernando Vicario

CEO of Bank of America Europe DAC

2025 Ireland Gender Pay Results

The below results are for Bank of America Europe DAC, based on a snapshot date of 30 June 2025.

Hourly Pay Gap

What is it? The difference in hourly pay between male and female employees, as a percentage of the hourly pay for male employees.

20.5%

Mean

17.2%

Median

Bonus Pay Gap

What is it? The difference in bonus pay between male and female employees, as a percentage of the bonus pay for male employees.

51.2%

Mean

17.3%

Median

Bonus Pay Recipients

What is it? The percentage of male and female employees who received bonus pay during the 12-month period preceding the snapshot date.

81.7%

Female

86.3%

Male

Benefits in Kind Recipients

What is it? The percentage of male and female employees who received benefits in kind during the 12-month period preceding the snapshot date.

96.6%

Female

98.0%

Male

Pay Quartiles

What is it? The percentage of male and female employees in each pay quarter, based on hourly pay.

2025	Lower	Lower Middle	Upper Middle	Upper
Female	46%	52%	33%	32%
Male	54%	48%	67%	68%

Our hourly pay gap, bonus pay gap and pay quartile results are driven by our workforce demographic. As at the snapshot date, overall gender distribution was 41% women versus 59% men, with a higher proportion of males at the more senior levels and in revenue generating roles that have higher compensation opportunity. This is reflected through the higher proportion of male employees in the upper pay quartiles.

Our median hourly pay gap is impacted by a higher proportion of men than women in the Technology function, where role holders may be required to work additional hours and are therefore eligible for additional hourly pay. The female representation in this function, as well as in revenue-generating roles, increased year-over-year driving a narrowing in the median hourly pay gap.

Our bonus pay recipients decreased overall, principally due to increased hiring over the reporting period resulting in a lower proportion of employees eligible to receive a bonus payment.

Being a Great Place to Work

Recruiting, developing, supporting, and retaining exceptional talent is critical to reducing the pay gap and driving our Responsible Growth strategy.

Attracting exceptional talent

We know that we must focus on building a strong pipeline of talent, which means finding and hiring external candidates who are committed to our purpose and have a passion for serving our clients and communities. This spans programmes from entry-level hiring through more senior-level recruiting. We partner with more than 450 universities across the globe, including eight in Ireland, to attract talent to our entry-level campus programmes.

We leverage established partnerships across prominent multinational organisations to attract a broad range of highly qualified talent to the organisation.

Developing our workforce

Part of the investment we make in our teammates is to help them learn new skills and explore their career interests, and we do that through The Academy at Bank of America, with programmes and resources to support teammates from their first day to their retirement. It is how we focus on being a company that people are proud to work for, where they feel cared for and are given the opportunity to achieve their personal and professional goals. Our structured education programmes are designed to help teammates be job-ready and have advanced skill development opportunities to drive increased proficiency and career progression.

Our investment in employee development is further enhanced by our supportive leaders and managers, and we offer a range of development programmes to help cultivate their skills. Through assessments, professional coaching and a consistent manager curriculum, we are continually building on the skills of our managers to equip them for success and help them progress in their careers, strengthening our pipeline of leaders.

Supporting the physical, emotional and financial wellness of our people

It is core to our values and to Responsible Growth, and we continue to evolve our benefits and programmes over time to meet employees where they are in their careers and personal lives. When our employees have the tools and resources to manage their life and career,

they can better deliver for our clients, communities and each other.

We are committed to supporting our employees and their families' wellbeing by offering competitive compensation, flexible benefits and family-oriented resources that reflect our commitment to being a great place to work. Benefits and resources provided to employees include medical support, flexible working arrangements, family support, support for significant life events, sabbatical programme, back-up childcare and eldercare, parental leave and emotional wellness support and resources.

Connecting our employees and promoting inclusivity in the workplace and within local communities

We want to help teammates come to our company, be who they are and be as successful as they want to be. We value all of our teammates' diverse range of backgrounds, experiences and viewpoints. It is who we are: our culture of caring is how we drive Responsible Growth, helping to create an inclusive environment for our clients, our communities and each other.

Employees have access to feedback channels to raise questions and share input on inclusion at the company, and there is a range of resources and programmes, including 11 Employee Networks and several professional groups, to help employees connect with teammates who share their interests or background, and to support them in bringing their whole selves to work. Employee networks are open to all employees on a voluntary basis.

Our company partners and collaborates with leading organisations around the world to address societal and humanitarian needs. In Ireland, we work with many external organisations to champion the community we operate in, by connecting partnerships to the capital, resources and networks to help them achieve success. These include Rethink Ireland, Generation Ireland, Social Entrepreneurs Ireland, Washington Ireland Program, Trinity College Dublin, Belfast Metropolitan College, Children in Hospital Ireland and Special Olympics.



Recognition

We are honoured to be recognised by organisations and media round the world for our efforts to be a great place to work.

Some of our Ireland and wider EMEA achievements include:

- Ongoing membership of the 30% Club chapters in Ireland
- Recognised as one of LinkedIn's 2024 Top Companies Ireland, listed 5th of 25 and
- Awarded Best Bank for Banking in the Community in the Banker's Bank of the Year Awards 2024.

Useful Resources

Read the [Human Capital Management Update](#) within our Annual Report to find out more about our progress in Opportunity and Inclusion and how we're making Bank of America a great place to work.

Find out more on how we are [investing in our teammates](#) and promoting an inclusive workforce to support our employees and better serve customers, clients and shareholders.