

Virtu Financial Ireland Limited
Gender Pay Gap Report 2025

Introduction:

Virtu Financial Ireland Limited (“VFIL”) has prepared this Gender Pay Gap Report for 2025 (the “Report”) in accordance with Ireland’s Gender Pay Gap Information Act of 2021 (the “Act”)¹ and applicable regulations. Starting in June 2025, organizations with 50 or more employees must comply with the Act with a November 2025 deadline.

What is the Gender Pay Gap and how is it calculated?

The gender pay gap refers to the difference in average gross hourly earnings between women and men across all paid employees—not just those performing the same job or working under similar conditions. It does not account for differences in roles, seniority, experience, or working patterns. As such, a gender pay gap does not necessarily indicate discrimination or a lack of equal pay for equal work; rather, it often reflects differences in gender representation across various roles and pay levels. For example, if women are more likely to occupy lower-paid positions within an organisation, the gender pay gap will typically be wider.

The gender pay gap is different from ‘equal pay’, which is to ensure that women and men doing equal work of equal value receive equal pay, accounting for legitimate differences such as tenure and experience. Employers who have effective equal pay policies in place could still have a gender pay gap, if women and men are unevenly represented across different levels or functions within the business. Therefore, the existence of a gender pay gap does not, on its own, indicate an issue with equal pay.

What Should be Reported:

The Act requires that employers in Ireland with 50 or more employees report the following statistics based on a date selected in June 2025.

- The percentage difference in mean and median hourly remuneration of male and female relevant employees, part-time employees, and those on temporary contracts;
- The percentage difference between the mean and median bonus remunerations of relevant male and female employees;
- The percentage difference between relevant male and female employees who were paid bonus remuneration;

¹ Please see <https://www.irishstatutebook.ie/eli/2021/act/20/enacted/en/print.html>

- The percentage difference between relevant male and female employees who received benefits in kind; and
- The percentages of all relevant employees within four hourly remuneration quartile pay bands.

In addition to including the key report metrics, the Act also requires that employers prepare a supplemental narrative explaining the reasons for differences in the pay and any measures being taken or proposed to eliminate or reduce pay gaps. The purpose of this Report is to comply with the requirements of the Act. VFIL chose 30 June 2025 for its snapshot date.

Explaining the key metrics that we are reporting on:

Mean Gender Pay Gap

The mean gender pay gap is the difference between the average hourly pay of all female employees, and the average hourly pay of all male employees, expressed as a percentage of men's average hourly pay.

Median Gender Pay Gap

The median gender pay gap is calculated by comparing the middle values in the range of hourly earnings for men and women i.e. if you were to group all employees by gender and line them in order of hourly earnings from lowest paid to highest paid, the median gender pay gap compares the female in the middle of their line with the middle male, and is expressed as a percentage of the median male hourly pay.

Quartile

Quartiles, using hourly remuneration, divide the list of earners – ordered from lowest to highest – into four equal groups. This provides a picture of where male and female employees are in the pay hierarchy.

The lower quartile sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.

The upper quartile sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. The same logic applies to the lower middle quartile and the upper middle quartile.

The results in the quartiles for VFIL are as follows:

Lower (13 ppl)	15% Female & 85% Male
Lower middle (13 ppl)	100% Male
Upper middle (12 ppl)	17% Female 83% Male
Upper (12 ppl)	100% Male

The Bonus Gender Pay Gap

The bonus gender pay gap measures the difference between the mean and median bonus payments received by men and women during the reporting period, expressed as a percentage of men's bonus pay.

Benefits in Kind

Benefits in kind refer to non-cash benefits of monetary value – for example health insurance.

Working in VFIL:

VFIL is committed to an inclusive workplace where all employees can reach their full potential. As detailed below, we have policies and programs focused on diversity and inclusion, social responsibility, wellness and community involvement. Further, we provide various offerings to assist and support our employees through various stages of their life such as starting a family or planning for retirement.

Specific Measures Supporting Women in VFIL:

Committee Membership

Employees have the option to participate in internal committees within the organization such as the Women's Committee which is focused on enhancing and elevating women's leadership and involvement in the organization's goals and objectives, providing women with access to networking opportunities and supporting and encouraging membership in the organization.

Winternship Program

VFIL offers a "Winternship" program over a week period during which female university students are offered among other matters an introduction to trading, quantitative research and "desk shadows" (which include sitting with an experienced trader/developer to see how they work). The program concludes with presentations by the wintern on a project they handled and a celebratory dinner.

VFIL Employee Benefit Program Highlights – Supporting Work Life Balance for all Employees:

Here at VFIL, we want to provide appealing and rewarding long-term career options for all of our people and support them through the various life stages they will encounter such as starting a family or providing care to loved ones while also pursuing their career.

VFIL offers a number of employee benefits focused on enhancing the employee's work experience and life balance.

Parental Leaves

VFIL provides maternity leave of up to 26 weeks paid and 16 additional unpaid weeks. Paid paternity leave of up to 8 weeks is provided and there are additional parental benefits, including up to 24 weeks paid leave for adoptive parents, and the unpaid leave benefit for 26 weeks of leave up until the child's 12th birthday.

Annual Leave

VFIL employees are entitled to 26 days of annual leave each year plus public holidays, which is in excess of statutory requirements. If employees work a public holiday for team coverage requirements, they are provided a day in lieu to use as part of their annual leave.

Health Insurance

VFIL employees can avail themselves of two comprehensive health insurance plans provided by the company at a discounted rate. The plans include full hospital cover, reimbursements for everyday expenses including dental visits, scans, radiology, and consultant visits, and add-ons including travel insurance, maternity and fertility care, and sports benefits like physiotherapy. Employees can elect to add on a supplemental dental and vision plan for additional coverage beyond the standard in the Irish Life health plans.

Pension Participation

VFIL employees are included in a pension scheme which includes employer and employee contributions. Employees are also able to contribute a portion of their annual bonus directly into their pension account.

Commuter Benefits

VFIL provides TaxSaver commuter cards for employees who take public transit. This allows the company to purchase a commuter card for the employee pre-tax and take the cost from the employee's salary over the course of the year. It includes unlimited travel within the commuter belt

of Dublin on the bus, LUAS, and DART transit systems. Further, VFIL is a participant in the Irish government's Cycle to Work scheme which allows employees to purchase bicycles and have the amount deducted from their pre-tax pay over a set number of months. This includes e-cargo bikes, e-bikes, and standard bicycles as well as necessary equipment including helmets, high-vis gear, and locks.

Employee Assistance Program

VFIL offers employees an EAP, which is available to help employees balance work and personal life and assist employees and family members address issues from childcare and workplace stress to substance abuse or depression, or legal and financial assistance. The program is available at no cost to employees and their family members. EAP counselors are available by phone and may lead to referrals coordinated with the employee's medical plan.

Income Protection and Life Insurance

VFIL provides all staff with Income Protection and Life Insurance (Death in Service) at no cost to its employees. The policies become active from day one of joining the firm and are provided by Irish Life. Income Protection provides employees with a regular monthly income which is paid out if the employee cannot work due to an illness or injury. Life Cover Group Life Policy (Death in Service) provides a lump sum on the death of a member of a scheme. The benefit cover level is 8x salary.

"In-Office" Benefits

VFIL has a stocked kitchen with items for breakfast, lunch, and dinner, including bagels and breads, lunch meats and cheeses, and ready-meals for the microwave. We also provide catered lunches from local restaurants each day to meet all dietary needs for employees including vegetarians, vegans, and those with food allergies or intolerances.

VFIL has a fully kitted gym onsite with dumbbells, barbells, yoga area, and two squat racks, and we host biweekly strength classes and a weekly yoga class with local instructors coming to the office. Employees can also avail of the fitness reimbursement program which includes yoga studios, fitness centers, and sports-specific programs and lessons.

VFIL provides a weekly laundry service provided for all employees; clothing and linens are collected by a local launderette and returned to the office the next day washed and folded.

Summary of Results:

For context, VFIL's compensation structure consists of base salary, a cash bonus and equity (depending on the amount of the bonus awarded). Bonuses are paid in the first quarter of the year following the year of the employee's performance and are determined based upon manager feedback and executive review. Our specific metrics/results are set out below:

Difference in mean hourly remuneration of males and females	Difference in median hourly remuneration of males and females
2025 37.2%	2025 6.6%
Difference in mean bonus pay of males and females	Difference in median bonus pay of males and females
2025 74.4%	2025 76.7%
Percentage of males paid bonus	Percentage of females paid bonus
2025 100%	2025 100%
Percentage of females receiving benefit in kind	Percentage of males receiving benefit in kind
2025 100%	2025 100%

Understanding Our Data:

VFIL has a total of 50 employees in scope for the Report, four (4) which are woman and forty-six (46) of which are male. We recognize the significant difference between women and men in (i) the mean hourly pay between the women and men; (ii) the difference in mean bonus pay of males and females and (iii) the difference in median bonus pay of males and females. We also note,

however, that (1) all women and men are paid bonuses, (2) all are paid benefits in kind and (3) the difference in median hourly remuneration of males and females is only 6.6%.

Explanation:

We value the contributions from all VFIL employee, female or male, in all roles. VFIL's success is a function of the hard work and contributions by employees at all levels. However, certain roles carry different levels of responsibility and specialized skill level such as traders, core developers and executive management positions. And, accordingly, these roles require higher levels of total compensation. This has a consequent impact on the gender pay gap of VFIL. With that said, VFIL is confident that the total compensation paid to our female employee population is fair and reasonable and competitive to others occupying similar roles in the financial industry.

Conclusion:

We have taken a number of steps to try and combat the gender pay gap. We remain committed to further increasing the representation of women in all areas of our business and at every level of the company, and to addressing these imbalances. We are dedicated to promoting gender equity and building a working environment where everyone has equal opportunities to succeed.