

# Ireland Gender Pay Gap Report

2025

**BMO**



Bank of Montreal Europe | November 2025

# Introduction

We are pleased to share our 2025 Ireland gender pay gap report for the Bank of Montreal Europe plc.

BMO is committed to equal pay for equal work through our competitive remuneration programmes that provide fair and equitable pay opportunities to our employees. Our fair pay commitment is foundational to our values and directly aligned to our purpose and winning culture. Our gender-neutral remuneration policies and practices ensure that employees are rewarded fairly with regards to their specific role, seniority, responsibilities, skills and experience and other factors which properly affect pay.

Gender pay gap reporting is not the same as analysis of equal pay for equal work. The gender pay gap is a snapshot of the difference in male and female employee's remuneration on an aggregate basis, regardless of role, seniority, performance or other factors. The gender pay gap reflects the different types of roles and different seniority levels held by male and female employees across an organisation. This year's data shows that Bank of Montreal Europe's mean hourly pay gap is 12.6% and our median hourly pay gap is 9.6% in favour of male employees.

Female participation in the workforce plays a significant role in shaping the gender pay gap. To increase the representation of female employees across higher paid levels of our organisation we continue to focus our efforts to eliminate barriers to inclusion and we recognise that there is still work to be done in delivering equitable access, entry and growth into the highest paying roles.

BMO is committed to creating a work environment that reflects our customers and the communities we serve. It is our goal to foster a culture of belonging – where the unique backgrounds, perspectives and lived experiences of our employees are valued, and everyone has equitable access to opportunities and advancement. As part of this commitment, BMO is dedicated to driving progress towards gender inclusion and has been included in the Bloomberg Gender-Equality Index (GEI) for eight years in a row. Gender inclusion is integral to our values and our Purpose to Boldly Grow the Good *in business and life* and it is a core driver of BMO's Zero Barriers to Inclusion strategy.

## Definitions of some key terms used on the following pages:

- **Median pay gap:** the difference between the midpoints in the hourly pay ranges of male and female employees, expressed as a percentage of male employee's median hourly pay. Medians are calculated by ordering male and female individual rates of hourly pay from lowest to highest and selecting the value for the middle employee.
- **Mean pay gaps:** the difference between the average hourly pay of male and female employees, expressed as a percentage of male employee's average pay. To calculate averages, individual rates of hourly pay for male and female employees are summed and divided by the respective number of male and female employees.
- **Hourly pay:** is made up of fixed pay, certain allowances and bonuses awarded over the relevant period, divided by the total number of contracted hours for this period.
- **Bonus pay:** is made up of bonuses awarded over the relevant period (excluding employees not awarded a bonus due to performance or their start date).
- **Benefit in kind** refers to our employer-funded healthcare as well as our employee share purchase scheme. All employees are eligible for our employer-funded healthcare but can choose whether to opt into this benefit.
- **Pay quartiles:** all employees are ranked from lowest to highest based on hourly pay and this list is then divided into quartiles. The proportion of male and female employees in each quartile is then calculated.
- **Relevant period:** the period of reporting is 1 July 2024 to 30 June 2025.

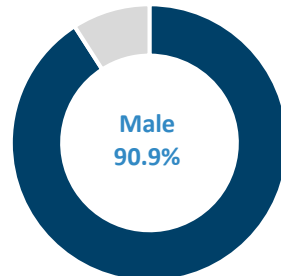
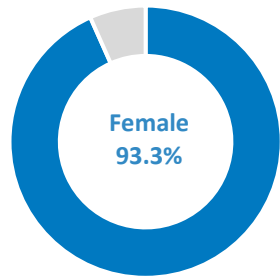
# 2025 Ireland Gender Pay Gap Results

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

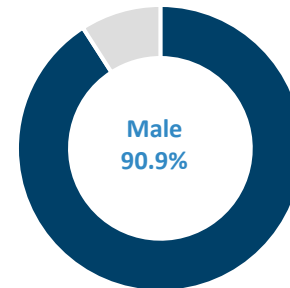
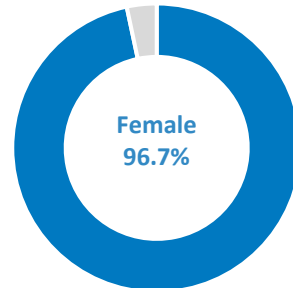
## Pay gap\*

All Employees – Hourly Pay		Temporary Employees – Hourly Pay		All Employees – Bonus Pay	
Median	Mean	Median	Mean	Median	Mean
9.6%	12.6%	28.0%	16.6%	13.7%	32.8%

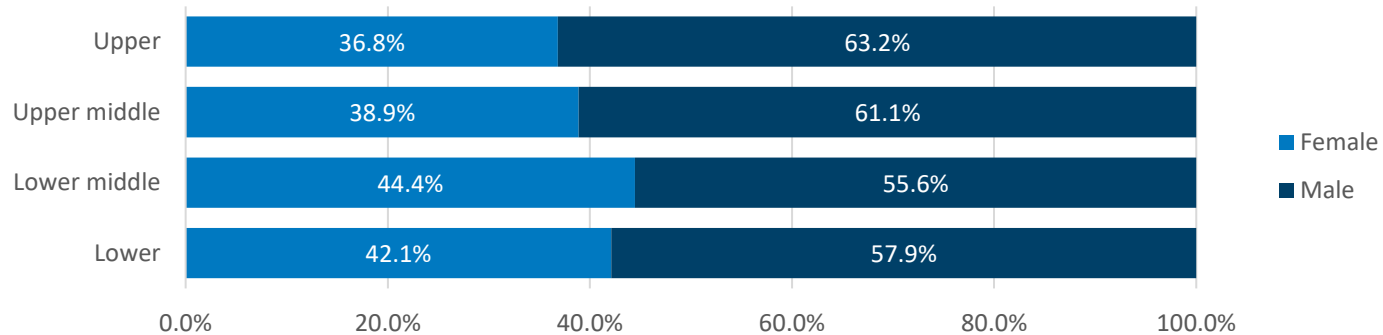
## Bonus recipients



## Benefit In Kind recipients



## Hourly pay quartiles



\*No results are reportable for part-time employees.

# Understanding the results

## All employee hourly pay gap and pay quartiles

Our hourly pay gap, bonus pay gap and pay quartile results are driven by the demographics of our workforce. As at the snapshot date, overall gender distribution is 41% female versus 59% male, with a higher proportion of male employees in revenue-generating roles that have higher remuneration opportunities.

Our mean hourly gender pay gap of 12.6% and reflects BMO's ongoing commitment to eliminating barriers to inclusion and delivering equitable access, entry and growth into the highest paying roles.

Overall, the proportion of male and female employees in the pay quartiles tends to follow the gender distribution of our workforce. The largest distribution of female employees is in the lower middle pay quartile followed by the second largest distribution of female employees within the lower quartile. This is reflective of the fact that male employees are better represented higher paid revenue generating roles. This distribution of the workforce in these types of roles is the main driver of the pay gap.

## Bonus pay gap

The bonus pay gap results are driven by our workforce distribution as well as being reflective of the higher variable pay opportunities available in revenue generating roles which are held by a higher proportion of male employees than female employees. The calculation for the bonus gap also does not account for those who may work part of a year and receive a pro-rated bonus award (this includes mid-year joiners and those on extended leave such as family-related leave or unpaid leave), which may be impacting our numbers to some degree.

Most employees who did not receive a bonus award were not eligible to be considered for a bonus award due to joining after the cut-off for the annual pay review process.

Throughout our annual pay and bonus review process, we apply a focused lens towards inclusion, and in particular gender, to ensure any potential for bias in the process is addressed.

## Benefits in kind

Benefit in kind refers to our employer-funded healthcare as well as our employee share purchase scheme. All employees are eligible for our employer-funded healthcare but can choose whether to opt into this benefit.

# Our commitments

## Zero barriers to inclusion

BMO's Zero Barriers to Inclusion is our multi-year strategy that supports equity, equality and inclusion. We're focused on providing access to opportunities and enabling growth for our colleagues, our customers, and the communities we serve.

## Culture

Our culture promotes alignment, accountability and recognition, helping strong performers build careers at BMO and realise their potential. We offer an inclusive workplace and flexible work arrangements with workspaces at BMO locations designed to support collaboration and meaningful connections. Our workplace priorities encourage collaboration, learning, well-being and inclusion.

## Recruitment

We work with our recruitment partners to identify talent for our opportunities, and we make sure this is a standard practice across all our relationships with recruitment partners. We are actively looking at opportunities to increase female representation in front line trading roles.

## Development & retention

BMO's Zero Barriers to Inclusion strategy includes a commitment to developing talent throughout the bank. A strong focus on inclusion is embedded in our succession planning process and talent assessments. To monitor progress and to develop a healthy pipeline of qualified talent, BMO:

- Identifies top talent and implements development plans for high-potential talent
- Identifies and removes barriers to provide access to leadership and development opportunities for all employees

As part of our talent retention strategies, we take an internal-candidates-first approach to recruiting and promoting talented employees, and our managers are well prepared for regular, informed and meaningful career discussions with the members of their teams.