

# Gender Pay Gap Report

## Kroll Ireland 2025



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# Management Overview

**At Kroll, we recognise that fairness, equal opportunity, and sustainable growth are essential to our continued success. These principles guide how we support our people, serve our clients, and contribute to the communities in which we operate.**

This report represents our first year of reporting under Ireland's gender pay gap regulations. This year's gender pay gap results indicate that the structure of our workforce as of the reporting date and demonstrate that our gender pay and bonus gaps are primarily influenced by the lower representation of women in senior roles.

At Kroll, we do not want gender, ethnicity, identity, background or beliefs to be a barrier to anyone's career. We will continue to implement measures consistent with our values and aligned to regulatory requirements, while also reinforcing our commitment to fostering an environment where all talent can thrive.

# Gender Pay Gap Reporting Explained

The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organization, expressed as a percentage of the average male earnings. A gender pay gap can be driven by several factors, including a lack of women in senior positions.

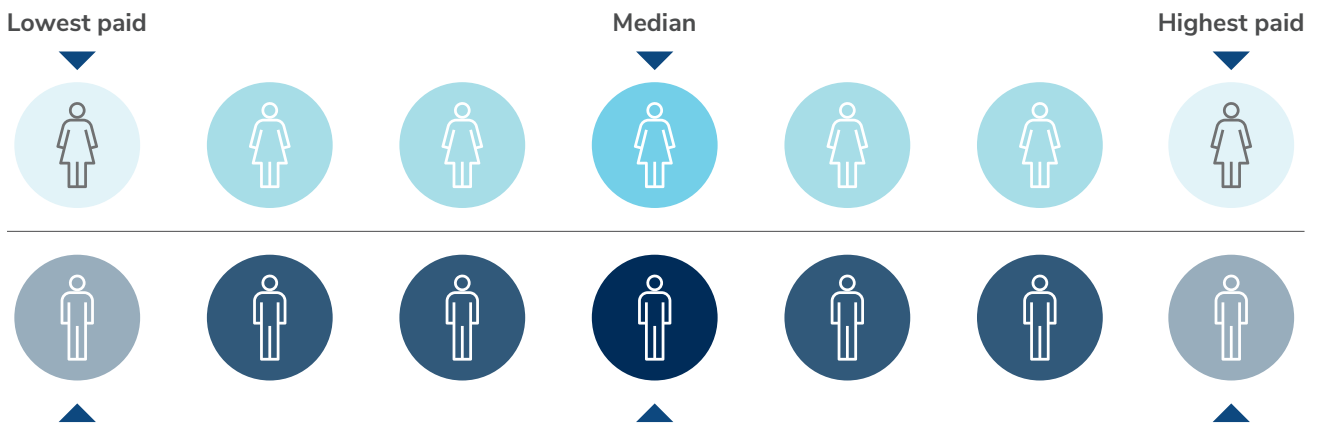
It is important to note that this is different to the issue of equal pay; namely, the legal requirement to pay men and women the same for equal work is governed by the Employment Equality Acts. Organizations such as Kroll must follow the calculation methodology set out in the Regulations made under the Gender Pay Gap Information Act 2021 to report its mean and median gender pay gap, bonus gap and distribution across pay quartiles.

## Distinguishing Between Median and Mean

The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. The median gap is calculated based on the difference between the employee in the middle of the range of male wages and the middle employee in the range of female

wages. The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees. The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

### Median Calculation



### Mean Calculation



# Gender Pay Gap

## Headline gender pay figures for Kroll Advisory Ireland

Gender pay and bonus gap based on hourly rates of pay as of June 2025, and bonuses paid in the year of 30 June 2025.

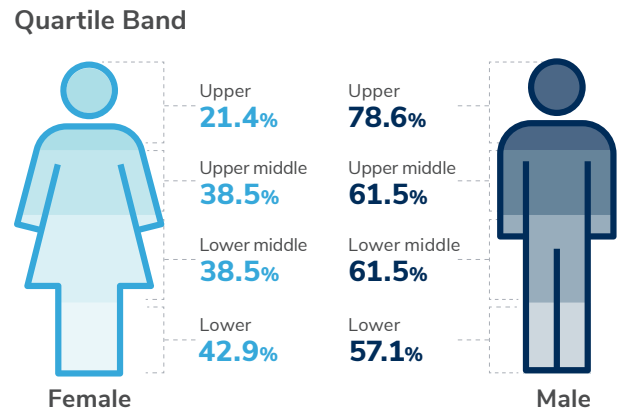
### Gender Pay Gap



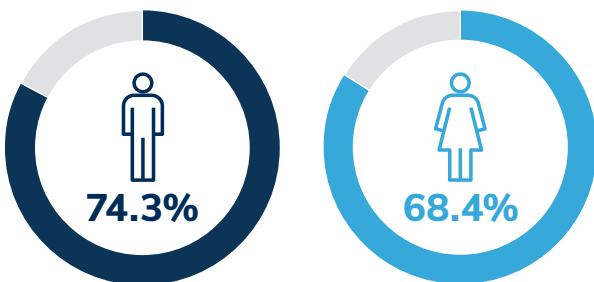
### Gender Bonus Pay Gap



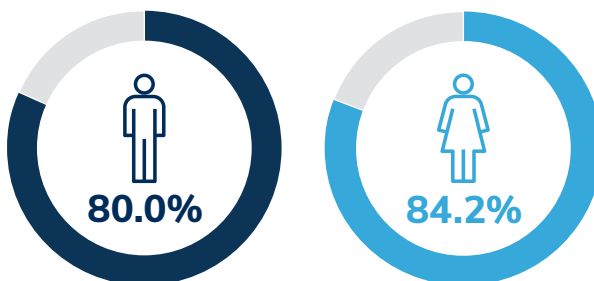
### Proportion of females and males in each quartile band



### The proportion of males and females receiving a bonus payment



### The proportion of males and females receiving a benefit in kind payment



### Understanding the gap

- The disparity in our gender pay gap is mainly due to women continuing to hold fewer senior positions within the company than men.
- This contributes to the larger gap for bonuses as fewer women are in the most senior positions where higher bonuses are paid and where bonuses represent a higher percentage of base pay.
- As of June 2025, women made up 35.2% of our overall Ireland workforce and represented 25% of senior management.

### Note

Due to confidentiality requirements and the very limited number of part-time employees as of the snapshot date, we have decided not to disclose specific statistics for this group. In line with best practice for data protection, our reporting is limited to employee groups with at least 10 members, consisting of no fewer than 5 men and 5 women.

### Declaration

I confirm that Kroll's gender pay gap calculations are accurate and meet the requirements of the regulations.

**Patrick Puzzuoli**  
Chief Financial Officer

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Hamilton  
Houston  
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Nashville  
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Philadelphia  
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