Gender pay gap report 2025.

At SEI, we are dedicated to fostering and preserving an inclusive workplace and culture.

For this reporting period (16 June 2024 to 16 June 2025), our mean hourly pay gap is -7%, and our median hourly pay gap stands at -14%. Our mean bonus gap is -27%, and the median bonus gap is -24.5%.

While the mean hourly pay gap decreased from the previous reporting and remains negative, our biggest parity challenge remains evident in the mean bonus gap, which has gotten larger, increasing to -27%. This bonus gap is due to the percentage of senior-level females receiving a bonus this reporting period.

In the Dublin office, our gender pay gap is a result of the overall gender breakdown of employees (67% male to 33% female) and how that distribution per quartile impacts the overall figures.

As a global company, we continue to invest in gender diversity initiatives that focus on how we attract, develop, and retain our female employees globally. In this report, we provide examples and outline our continued priorities and key areas of focus alongside our gender pay results.

Like many in the financial services industry, we will continue to evolve our approach in the coming years to close the gender pay gap. Globally, SEI is committed to improving our gender pay gap, and I continue to work with Denis Okema, our Global Head of Inclusion, Opportunity, and Belonging, on this objective. As CEO of SEI Investments Global Fund Services, I have and will fully support all initiatives that focus on the areas for change that we have identified.

Jenny McElvaney

CEO, SEI Investments – Global Fund Services Ltd

Identifying our key actions.

Below are some key commitments and priorities from this reporting period.

Diversity in recruitment

We are an equal opportunities employer. Our job descriptions are gender neutral to ensure an equal appeal to both male and female applicants. We aim for diverse interview panels, and we offer unconscious bias training to all hiring managers to help eliminate bias from the recruitment process. We also recommend that employees complete "Inclusive Behaviour" training.

New ways of working

The remote work culture necessitated by the COVID-19 pandemic has enabled us to consider new ways of working. As a result, we have adopted a hybrid approach that has delivered increased flexibility for our employees. We will continue to explore all avenues for new ways of working that further enhance employee flexibility.

We have an increase in employees being afforded the opportunity to switch to part-time work to retain female staff.

Talent development

We encourage equal training opportunities and equal opportunities for promotion throughout our organisation.

Retention

Flexible leave entitlements promote a work-life balance. Women returning from maternity leave are treated the same as if they were not on leave.

Data

We will continue to take a data-driven approach to building an inclusive culture, ensuring we have the right data and appropriate internal targets where we need to drive change.

Understanding the gender pay gap.

Equal pay vs. gender pay gap

It is important to note that 'gender pay' does not mean 'equal pay'.

Gender pay is the difference in the average hourly pay and bonuses between male and female staff at an organisation, i.e., the percentage female employees are paid less than male employees on a mean average basis. But, for the median figure, female employees are paid higher than the male's median figure.

The gender pay gap is influenced by the number of men and women within each of the four pay bands (or quartiles) across the organisation.

Equal pay is defined as men and women being paid the same base salary for doing equal work.

The Gender Pay Gap Information Act (2021) in Ireland addresses the difference in the average hourly wage of men and women across a workforce. The act requires organisations to report on their hourly gender pay gap across a range of metrics.

Pay can be influenced by factors including annual performance reviews and length of service.

The difference between mean and median

The **mean** pay gap is the difference between the average hourly earnings of men and women at an organisation. The **median** pay gap is the difference between the midpoints in the ranges of hourly earnings between men and women at an organisation. All salaries in the organisation are lined up in order from lowest to highest, and the middle-most salary is identified.

The report also demonstrates the percentage difference of male and female employees who received bonuses and benefits in kind.

All these factors are influenced by the percentage of male and female employees in each quartile.

SEI pay and bonus gaps.

The difference in average earnings and bonus payments between men and women.

	Mean	Median
Hourly pay gap	-7%	-14%
Bonus paid	-27%	-24.5%

The difference in average earnings and bonus payments between men and women for part-time employees.

We have three female part-time employees; no comparable data available.

There was one fixed-term female employee during this reporting period, so there is also no data to report on here.

Bonus paid

77% of males received a bonus payment vs. 79% of females

Benefits in kind

79% of males received a BIK payment vs. 86% of females

Percentages of male and female employees in each quartile.