Gender pay gap report 2026.

CEO statement

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

Over this reporting period (10 June 2025 to 9 June 2026), our mean hourly paid gap is -5%, and our median hourly pay gap is -7%. Our mean bonus gap is -29%, and the median bonus gap is -5%.

The gender pay gap is not only about equal pay for equal work or work of equal value, which is required under the Employment Equality Acts, but about gender representation. It is critical to acknowledge that even if an employer has an effective equal pay policy, they could still have a gender pay gap.

In the Dublin office, our gender pay gap is driven by the overall gender breakdown of employees (64% male to 36% female) and how the distribution per quartile impacts our 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 Senior Program Manager, Inclusion, Opportunity & 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 have unconscious bias training available to all hiring managers to eliminate bias from the recruitment process. We also recommend that employees complete “Inclusive Behaviour” training.



Flexible working

We recognise that flexibility is important to our employees. Our flexible working arrangements empower individuals to balance professional and personal responsibilities while maintaining strong team collaboration, service excellence, and business outcomes.



Talent development

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



Retention

Flexible work leave entitlement promotes 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 bonus between male and female staff at an organisation, i.e., the percentage female employees are paid more than male employees on a mean average basis and for the median figure female employees are paid higher than the males' 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 is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 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 hourly bonus pay gaps are negative as the percentage female employees are paid is higher than male employees for hourly pay and bonuses on a mean average basis. The median bonus pay gap is also negative as the median figure for women is higher than the median figure for men.

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 and 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	-5%	-7%
Bonus paid	-29%	-5%

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

We have one female part-time employee, no comparable data available.

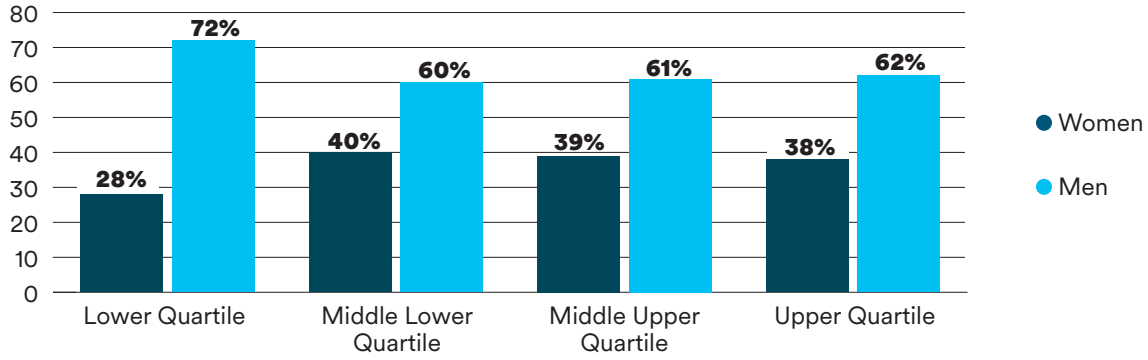
Bonus paid

76% of males received a bonus payment vs. 74% of females

Benefits in kind

81% of males received a BIK payment vs. 82% of females

Employees per quartile



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