KX Analytics Ireland

Pay Gap Report
Ireland 2025

November 2025

2025 Gender Pay Gap Ireland Report

In this report we publish our Ireland Gender Pay Gap figures for 2025. The data in this report relates to employees of KX Analytics (Ireland) Ltd (formerly First Derivatives Ireland Ltd, a subsidiary of FD Technologies Plc). The context for this year's figures is different to previous years as our organisation has undergone a strategic restructure resulting in our workforce size reducing from 372 employees to 68 employees in Ireland. Notwithstanding the changes in our business, inclusion continues to be central to the work that we do, and we are proud that our people come from diverse backgrounds and cultures, creating a vibrant working environment.

Catherine Harrison
HR Manager

The report reveals that we have a mean gender pay gap of 12% and median pay gap of -26%. The data also reveals that we have a 66.97% bonus mean pay gap. It's important to stress that having a gender pay gap does not mean that we pay people differently for the same role based on their gender. That's pay equity, and at KX Analytics (Ireland) Ltd we pay people equitably when they are doing the same job, regardless of gender or any other factor. Our Gender Pay Gaps (Pay and Bonus) are really driven by the changes in workforce composition, following the business restructuring and the under-representation of women across the business.

Given the significant changes this year we are revising our action plans in relation to recruitment, and the development of a female talent pipeline for the future. We thank all our employees for their resilience through the period of change, and we look forward to working closely with the team to build a fairer, more inclusive workplace as our business moves into its next phase.

Results Summary

Mean and Median Figures

The table below shows the overall mean and median gender pay gap based on hourly rates of pay at the snapshot date 30th June 2025. It also captures the mean and median difference between bonuses paid to men and women at KX Analytics (Ireland) Ltd.

	Mean Pay Gap	**Median** Pay Gap
Hourly fixed	12.01%	-26.07%
Bonus Paid	66.98%	25.85%

- **A mean gap is a calculation of the difference in average pay or bonus of a person in one group in our organisation versus the average pay/bonus of a person in a comparator group, regardless of the role held within our organisation.**
- **A median gap is a calculation of the relevant pay/bonus gap based on the reward of the individual in the exact midpoint between the lowest and highest-paid person in one group in the organisation versus the equivalent person in the comparator group.**

June 2024	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Headcount	17	17	17	17
% of Males	82.35	82.35	82.35	82.35
% of Females	17.65	17.65	17.65	17.65
Mean Gender Gap as %	**34.99**	**-25.74**	**2.04**	**-2.2**

- **Quartiles are calculated by ranking the pay for each employee from lowest to highest. This list is then divided into four equal sized groups of one group and the comparator group.**

Quartile Split

(56 Male and 12 Female)

- **A negative % for example -2.2% in the lower quartile and -25.74 in the upper middle quartile above, indicates the extent to which women earn, on average, more per hour than their male counterparts.**

Bonus & Benefit in Kind Breakdown

The proportion of men and women receiving a bonus and who received a benefit in kind in the Financial Year is as follows:

Proportion of men receiving a bonus	**35.71%**
Proportion of women receiving a bonus	**66.67%**
Bonus mean pay gap	**66.98%**
Percentage of men received benefits in kind	**91.07%**
Percentage of women received benefits in kind	**75.00%**

Closing the Gender Pay Gap

David Sheils
Head of People Operations
& Talent Management, KX

We recognise that structural change does not reduce the need for targeted action on gender pay equity. As an organisation, we are committed and will work tirelessly to address the gender gaps through our data led action plans. Given the restructure this year we are revising our plans to ensure we are set up to retain and develop our female talent. We will proactively address gender equity in all our people practices, from recruitment through to remuneration, advancement and retention. We have plans to relaunch the Women's Employee Resource Group to advocate, raise issues and help build solutions for our female talent. We will continue to build on a range of offerings in 2026.

Action Plan 2025-2026

- Involve employee perspectives to shape initiatives
- Ongoing internal policy review and enhancements
- Promoting Hybrid working model in recruitment activity
- Continuing to build and promote our mentorship programme
- Using Engagement Survey data to inform business decisions
- Utilise our Women's Employee Resource Group
- Inspiring an inclusive culture through community

KX