

# Gender Pay Gap Report - Ireland 2025



**Remitly™**



November 2025



Anchored in our values, our compensation program is designed to be competitive and recognize and reward outstanding performance and contributions. We periodically analyze pay outcomes by role, level, and performance to identify and address gaps. Our goal is to incentivize for the long-term and reward employees who take ownership to deliver results, have a forward looking outlook with Remitly, and who embrace and strengthen our culture.

**Ronit Peled**

Chief People Officer, Remitly

# Gender Pay and Bonus Gap Figures

Snapshot Date: June 30, 2025

Hourly and Bonus Pay Gap	Mean	Median
Hourly Pay Gap	-3.9%	-0.3%
Bonus Pay Gap*	-19.7%	5.5%

\*The compensation elements in the bonus category include equity awards along with new hire equity offset cash payments.



Gender Pay Gap is the difference between male and female employees' average rate of pay.

The mean hourly gap is the difference between females mean hourly wage and males mean hourly wage across the company. The median gap is the difference between females median hourly and males median hourly wage.

- Our mean gender pay gap is -3.9% in favour of female employees. This means that the average hourly pay for male employees is 3.9% less than female employees.
- Our median gender pay gap is -0.3% also in favour of female employees. This median gap means that for every €1 a female employee receives, a male employee receives €0.997 cent.

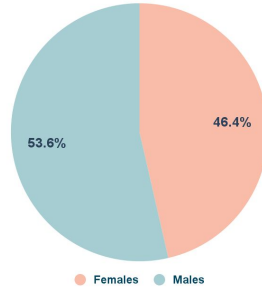
Our bonus pay gap reflects differences in gender representation across job levels and the timing of equity vesting and new-hire equity offset cash payments. We have a mean bonus gap of -19.7% in favour of female employees and a median bonus gap of 5.5% in favour of male employees.

Gender Pay Gap is not the same as unequal pay. Paying an individual less than a colleague for the same job, purely on account of their gender (unequal pay), is prohibited under the Employment Equality Act 1998 – 2022 (the “EEA”).

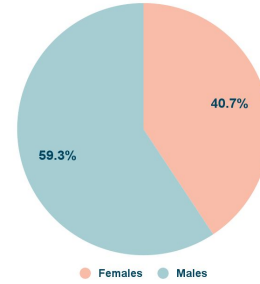
Remitly Europe Limited did not have any temporary or part-time employees at the snapshot date.

# Pay Quartiles

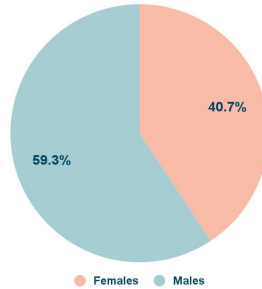
Lower Quartile



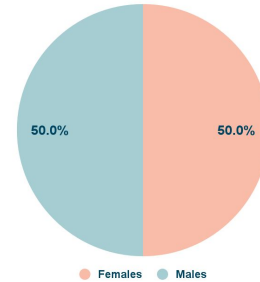
Upper-Lower Quartile



Mid-Lower Quartile



Upper Quartile



Overall, Remitly has slightly fewer female employees compared to male employees. When categorized by income quartile, there is a greater proportion of female employees in the upper income quartile.



# Bonus and Benefits-in-Kind

For bonus and benefits-in-kind, the percentage reflects the portion of males and females that received a bonus or a benefit-in-kind. A slightly higher percentage of females received a bonus and benefits-in-kind.

Bonus* (% in receiving)	
Females	98%
Males	93.4%

Benefits-In-Kind (% in receiving)	
Females	91.8%
Males	83.6%

\*The compensation elements in the bonus category are equity awards along with new hire equity offset cash payments.





## Our compensation philosophy

At Remitly, we are committed to compensation that is market competitive – rewarding performance, reflecting role and level, and supporting long-term success.

Where gaps are identified, we take action to address them, ensuring our compensation philosophy reflects our values.

# Our Approach



## Our ongoing practice

- **Annual Review:** We run compensation reviews annually using market benchmarks, defined pay ranges, and cross functional calibration to ensure consistency across decisions.
- **Pay equity reviews:** We periodically analyse pay outcomes by role, level and performance to identify and address unwarranted gaps.
- **Hiring and Development:** We continue to invest in inclusive hiring, progression, and development.



## How it works

- We aim to provide clear information about our compensation philosophy by regularly reviewing and refining our approach to recognize and reward employees for their impact, outcomes and alignment with our values.



# Thank you.

