

GENDER PAY GAP REPORT

2025



FOREWORD

2025 marks an exciting chapter for Capitalflow, Ireland's largest specialist lender, as we celebrate our 10th anniversary in business. This milestone year saw us surpass an incredible €2 billion in lending to the Irish market. In addition, the recent authorisation granted by the Central Bank of Ireland (CBI) has enabled us to significantly expand our product offering – including buy-to-let mortgages and commercial property loans to individuals, as well as expanding our motor finance options for consumers. These enhancements, supported by competitive funding terms from our parent bank bunq, are fuelling our



ambitious growth plans and reinforcing our commitment to delivering innovative financial solutions for customers nationwide. This growth underscores Capitalflow's mission to deliver lending solutions powered by a people-first culture, innovation, and transparency-supporting the long-term success of Irish customers and businesses. That same commitment to transparency and inclusion is reflected in another milestone: the publication of our first Gender Pay Gap Report, in line with the Gender Pay Gap Information Act 2021. This report provides a clear snapshot of where we stand today, highlighting both the progress we've made and the opportunities ahead. This report is a key milestone on our journey towards full pay transparency by 2026. We're delighted to share our story so far and reaffirm our commitment to putting people first - championing gender equality and building a stronger, more inclusive workplace for all.

Ronan Horgan
Chief Executive Officer, Capitalflow

Antoinette Dunne
Chairperson, Capitalflow

GENDER EQUALITY



Our Gender Pay Gap is a reflection of several factors, including how roles and seniority are distributed across the organisation. We know it's important to address and reduce this gap, and we're determined to do so

AS PART OF OUR COMMITMENT TO EQUALITY, WE ARE INVESTING IN LEARNING AND DEVELOPMENT THAT ENGAGE AND EMPOWER ALL OUR EMPLOYEES.

The gender pay gap is not the same as unequal pay for equal work - which is prohibited by law. Rather, it highlights the distribution of men and women across different roles and levels within our organisation. Addressing this requires a long-term, strategic approach. We recognise that closing the gap will take ongoing effort, but we're committed to making progress. By supporting our people and living our values, we believe we can build a workplace that's fair, inclusive, and a great place to work for everyone.

Thank you for being part of our journey.

OUR METRICS

STAFF PROFILE BY GENDER

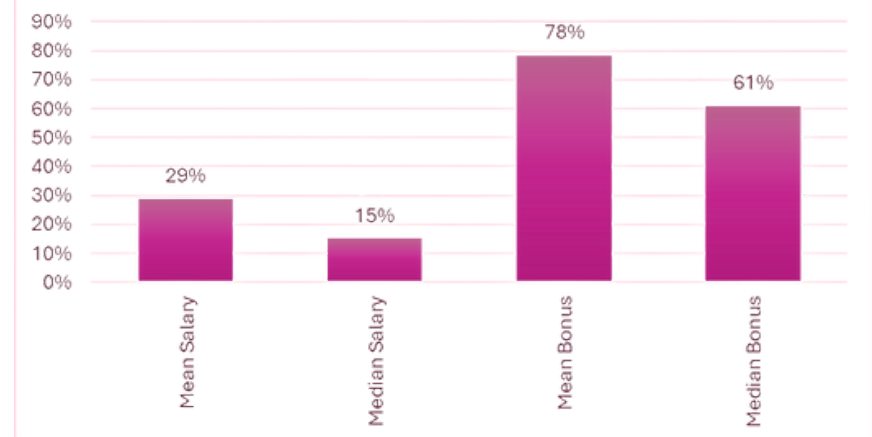


38%

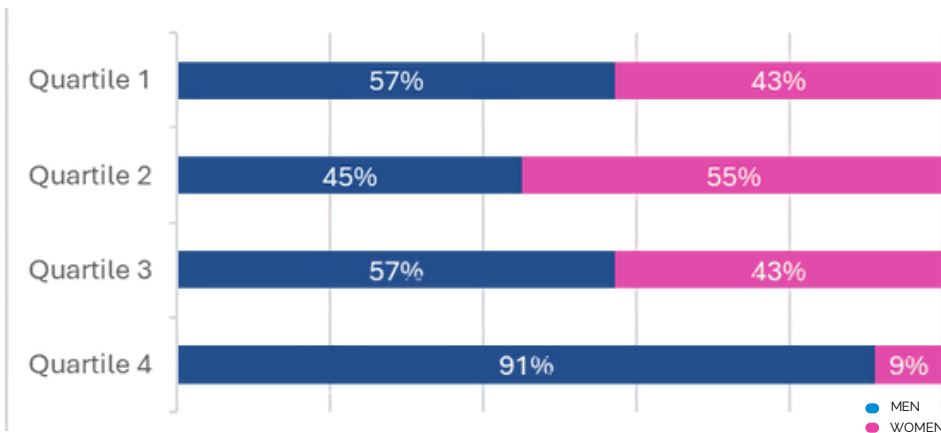


62%

GENDER PAY GAP



STAFF PROFILE BY GENDER



BONUS RECIPIENTS



WOMEN

85%



MEN

93%

BENEFIT IN KIND



WOMEN

3%



MEN

18%

OUR PROGRESS SO FAR

- Female participation across Capitalflow has grown by 11% in four years.
- At board level, diversity is a priority: Antoinette Dunne has served as Chair since 2022, and the recent appointment of Margot Lyons as Independent Non-Executive Director strengthens governance and inclusion.

Equal pay for equal work is a given at Capitalflow. However, like much of the financial services sector, more men occupy senior roles, which attract higher market salaries and drive the overall gender pay gap.

WHAT WE'RE DOING

EARLY TALENT PROGRAMMES AND LEADERSHIP DEVELOPMENT INITIATIVES.

FLEXIBLE WORKING OPTIONS TO SUPPORT WORK-LIFE BALANCE.

PAID MATERNITY, ADOPTIVE, AND PATERNITY LEAVE.

WELLBEING INITIATIVES, INCLUDING RESILIENCE PROGRAMMES AND ACCESS TO LIFE COACHING.

CONTINUOUS LEARNING THROUGH WORKSHOPS, CERTIFICATIONS, AND EDUCATION SUPPORT.

In 2025 alone:

60% of promotions to senior leadership roles went to women.

- A new female Independent Non-Executive Director increasing board diversity from 17% to 33%.

LOOKING AHEAD

Our goal is full pay transparency by 2026. Future actions include:

- Promoting gender balance in succession planning.
- Advancing women's career development and leadership training.
- Regular reviews of pay structures to ensure fairness.



CONCLUSION

UNDERSTANDING THE GENDER PAY GAP

The gender pay gap is a complex issue influenced by multiple elements such as industry norms, and the representation and distribution of genders in different roles within the organisation. At Capitalflow, we are dedicated to understanding the root causes of our gender pay gap and taking actionable steps to bridge it.



OUR COMMITMENT TO CHANGE



Transparency: We will continue to provide transparent reporting on our gender pay gap and the measures we are taking to address it.



Equal Opportunities: We are committed to ensuring equal opportunities for career advancement and professional development for all employees, regardless of gender.



Regular Reviews: We will conduct regular reviews of our pay structures and practices to ensure fairness and equity.

FUTURE FOCUSED



We understand that closing the gender pay gap is a journey that requires ongoing effort and commitment. We are dedicated to making meaningful progress and will continue to engage with our employees, stakeholders, and shareholders to drive positive and sustainable change.

Capitalflow Group Designated Activity Company trading as Capitalflow Commercial Finance, is regulated by the Central Bank of Ireland.

Registered in Ireland under registration number 574943. Registered Office at Second Floor, Block A, The Crescent Building, Northwood Business Park, Santry, Dublin 9, D09 X8W3.

Company Directors: Antoinette Dunne (Chair), Ronan Horgan, Finian Daly, Margot Lyons, Idzard van Eeghen (Netherlands), Parvinder Bhatia (UK)