REALTA

June 30, 2026

Gender Pay Gap Report

2026 Realta Gender Pay Gap Report

What is the Gender Pay Gap (GPG)?

The gender pay gap is the difference in the average hourly pay of men and women across a workforce. It is a comparison of all employees, not just those doing similar work to one another. The gender pay gap is different to equal pay. Equal pay compares the pay of people doing the same work. The gender pay gap demonstrates whether females and males are represented equally across the levels of an organisation.

A Message from Our General Manager

At Realta, our mission and long-term success depend on cultivating an environment where diverse perspectives drive innovation, creativity, and progress. We have long valued diversity across every area of our organization, building a team where people think differently, challenge assumptions, and tackle complex problems from unique viewpoints.

Attracting top talent is only the beginning. Maintaining an inclusive environment where our people can grow, thrive, and build long-term careers is equally essential. To make this a reality, we are firmly committed to ensuring equal opportunities for employment, career progression, and professional development across all teams and that includes a transparent, equitable approach to compensation.

To uphold our commitment to fair pay practices, we regularly review our compensation structures across all roles and levels to ensure our practices remain consistent, unbiased, and free from gender-based disparities. Alongside routine internal reviews aligned with promotion and market adjustments, these evaluations ensure that performance, skill, and impact drive compensation, not gender.

I am pleased to share Realta's 2026 Ireland Gender Pay Gap Report. While achieving true pay equity is a continuous journey that requires ongoing focus and action, this analysis reinforces that our pay structures are designed to be fair, transparent, and equitable across comparable roles.

Beyond the metrics, what remains most vital is the culture we shape together. A culture where every team member feels valued, supported, and empowered to succeed. Our people are the core of Realta, and through our shared focus on equity and inclusion, we will continue to build strong, impactful teams for the future.

Christopher Mascaro - General Manager, Realta

About Realta

Headquartered in Ireland, Realta helps financial organizations around the globe prevent fraud and financial crime and make better risk decisions.

These organizations collect enormous amounts of information about their customers, but critical pieces are often spread across different systems and teams. Realta connects that information so a threat that looks harmless in one place isn't missed because critical evidence exists somewhere else.

Equity, Diversity and Inclusion at Realta

Equity, diversity and inclusion (ED&I) at Realta has always been at the forefront of our workplace culture agenda and we continue to build and develop on our existing ED&I structure and strategy to meet our workplace culture needs. People are at the heart of our business and teams built with varied backgrounds, cultures, ages, gender identities, abilities and family types present diverse viewpoints, which need to be heard and valued.

Definition & Context

Pay Quartiles

The percentage of women and men, in four quartiles, calculated by ranking employees from the highest paid to the lowest paid and dividing our workforce into four equal parts.

Mean

The difference between the average hourly rate of pay or bonus pay between women and men. A positive % indicates a pay gap favourable to men, a negative % indicates a pay gap favourable to women.

Median

The difference in the midpoints of hourly rates of pay or bonus pay between women and men. It's calculated by ranking all the figures from highest to lowest and takes the figures in the middle - this avoids skewing by figures at either end of the scale.

Bonus Pay Gap

Calculations are based upon variable pay received by relevant men and women between 30 June 2025 and 30 June 2025. This takes into consideration annual employee bonuses awarded through payroll. It excludes non-cash items like benefits, and salary.

Executive Summary

At Realta, our mission is to empower global financial organizations to detect fraud, prevent financial crime, and make transparent, defensible risk decisions. Equity, Diversity, and Inclusion (ED&I) are foundational to how we operate. We believe that diverse perspectives drive innovation, enhance critical thinking, and lead to better decisions for our clients and our workplace culture.

In compliance with Irish Gender Pay Gap reporting guidelines, this report outlines our hourly pay, bonus gap, benefit-in-kind (BIK) participation, and pay quartile distributions across our 51 workforce members (39 male, 12 female)

Snapshot date & Reporting Period: 30th June 2026

Part-Time & Temporary Staff Metrics: All 51 employees are employed on a full-time, permanent basis

Table 1. Headline gender pay gap metrics

Measure	Gap	Direction
Ordinary Pay Mean	8.36%	Favours Male
Ordinary Pay Median	7.68%	Favours Male
Bonus Pay Median	1.49%	Favours Male
Bonus Pay Mean	-33.22%	Favours Female

Comprehensive Pay Gap Summary

Our calculation separates ordinary salary components from annual bonus distributions, offering full visibility into our core remuneration structure.

Table 2. Comprehensive pay gap summary by metric type

Metric Type	Mean Gap	Median Gap	Direction / Key Context
Ordinary Base Pay	8.36%	7.68%	Favours Male (Male concentration in technical roles)
Bonus Remuneration	-33.22%	1.49%	Median favours male; mean influenced by executive bonuses
Total Compensation	-6.48%	-7.49%	Driven by Quartile 1 executive leadership weighting
BIK Participation Rate	97.4% Male / 91.7% Female	—	49 of 51 total staff enrolled in health & wellness benefits

Base & Total Hourly Pay: Our total mean pay gap of 6.48% is favorable compared to broader industry averages in fintech and software development. The gap is primarily driven by higher male representation in senior technical and executive positions.

Bonus Gap Dynamics: The mean bonus gap strongly favors women (-33.22%). This result reflects key performance-driven incentives earned by female team

members in revenue-generating and leadership functions. The small median bonus gap of 1.49% indicates that baseline bonus opportunity distribution across middle tiers remains relatively balanced.

Demographic & Participation Overview

As of 30th June 2026, Realta's core team comprised 51 full-time employees: 39 men (76.47%) and 12 women (23.53%). Bonus eligibility participation reached 87.18% for male employees (34/39) and 83.33% for female employees (10/12).

Pay Quartile Breakdown

Employees are ranked from highest to lowest hourly pay rate and divided into four equal quartiles. The data illustrates strong female representation in top-tier executive roles, paired with higher male concentration across middle technical quartiles.

Table 3. Gender distribution across pay quartiles (%)

Quartile Range	Headcount	Male Staff (%)	Female Staff (%)
Quartile 1 (Upper / Executive)	13	8 (61.54%)	5 (38.46%)
Quartile 2 (Upper Middle)	13	11 (84.62%)	2 (15.38%)
Quartile 3 (Lower Middle)	13	10 (76.92%)	3 (23.08%)
Quartile 4 (Lower)	12	10 (83.33%)	2 (16.67%)

Overall Demographic Ratio: Overall, women represent 23.53% of Realta's workforce (12 out of 51 employees).

Entry and Junior Levels (Quadrant 1): Female representation is highest in Quadrant 1 at 38.46%, indicating strong entry-level talent attraction.

Mid to Senior Levels (Quadrants 2–4): Female representation lowers across Quadrants 2, 3, and 4 (15.38%, 23.08%, and 16.67% respectively). This structural bottleneck in technical and senior roles accounts for the modest overall base pay gap.

In-Depth Context & Gap Analysis

Analysing ordinary pay and bonus breakdown metrics reveals the primary structural drivers creating our gender pay gaps across the organization:

1. Gender Representation & Base Pay Disparity

Men represent 76.47% of our overall workforce (39 of 51 employees). The ordinary base pay gap (8.36% mean, 7.68% median) reflects a higher concentration of male employees in specialized engineering, architecture, and risk technology roles within Quartiles 2 and 3, which carry higher market benchmarks.

2. Structural Skew in Bonus Participation & Distribution

Our bonus gap figures are heavily influenced by hiring timing relative to our annual bonus eligibility cut-off date. During the reporting period, a higher proportion of recent hires were male. Because new joiners after the cut-off date are ineligible for that performance cycle's bonus, this created an artificial structural skew in participation rates and average bonus distribution rather than a disparity in discretionary bonus allocation.

3. Senior Executive Representation vs. Workforce Depth

While female representation in our upper salary quartile (Quartile 1) is strong at 38.46%, the lower proportion of female talent in mid-level operational and technical tiers highlights the need for continued focus on broadening candidate pipelines across all operational bands.

Strategic Action Plan

Realta is committed to taking proactive measures to build a balanced talent pipeline, foster inclusive career progression, and eliminate structural barriers across all organizational levels.

1. Inclusive Recruitment & Inclusive Sourcing

We continue to audit candidate job descriptions to eliminate biased language, mandating gender-balanced shortlists for technical positions, and partnering with

specialized networks to expand female talent pipelines in engineering, analytics, and product development.

2. Leadership & Career Advancement Programs

While female representation in Quartile 1 is strong (38.46%), we are exploiting the option to introduce targeted mentorship and leadership development tracks to empower mid-level female professionals in Quartiles 2 and 3 to progress into senior leadership roles

3. Modern Flexible Working & Family Policies

To retain talent and support balanced life transitions, Realta offers flexible hybrid work arrangements, enhanced maternity leave policy with 26 weeks paid time off and 6 weeks paid for paternity leave, wellbeing leave, ensuring team members in all roles can balance career growth with personal commitments.

4. Structured Pay & Eligibility Frameworks

Continuously monitor compensation equity, promotion rates, and bonus structures across all business units to maintain fair pay practices.

Future Outlook & Commitment

While our overall gap metrics remain highly competitive and reflect our fair compensation ethos, our focus remains on increasing female representation across all operational tiers and technical disciplines. Realta will continue tracking progress against these key initiatives and reporting transparently on annual progress.

We remain committed to and focused on achieving our Gender Action Plan targets and goals at Realta and we will continue to develop our ED&I strategic objectives to make meaningful and measurable change.