

Ireland Gender Pay Gap Report 2025

MetLife Services EEIG (MetLife) is proud to have a diverse and inclusive culture, and pay equity is integral to the way we do business. We are committed to attracting, retaining, and optimising the performance of our diverse workforce, to best meet the needs of our customers.

MetLife uses a global grading framework to ensure a consistent approach to evaluating and aligning jobs based on the responsibilities and impact of the job. Compensation opportunities are defined for each job level based on market data among other factors and vary by country to be locally competitive and appropriate for the business. An employee's compensation will vary within certain guidelines based on a number of relevant business-related criteria such as the employee's experience and performance.

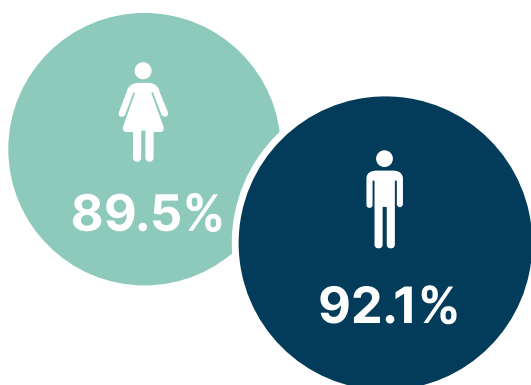
MetLife's culture of respect and inclusion extends to every aspect of our business, including our compensation practices. We regularly review employees' pay and our pay practices to ensure we incentivise the right behaviours and are providing equal pay for equal work regardless of gender.

The table below shows our median and mean gender pay gap and bonus pay gap, calculated according to the Ireland Gender Pay Gap Legislation and covering 152 employees as of 30 June 2025.

Difference between all men and all women (regardless of role or level)			The gender pay gap compares the pay of all men to all women regardless of their role or level. MetLife's pay gap reflects the fact that we have more men than women in senior roles that have higher compensation levels.
	Median (mid point)	Mean (average)	
2025 Gender Pay Gap	25.8%	20.1%	
2025 Bonus Pay Gap	21%	25.1%	

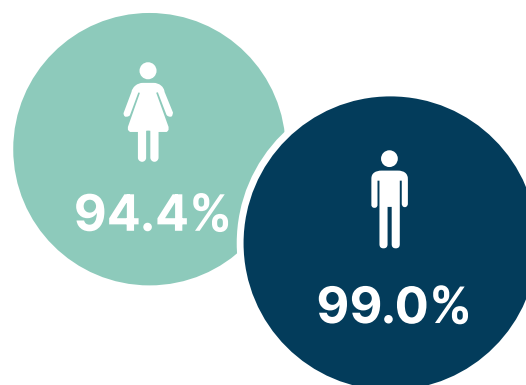
Proportion of employees awarded a bonus for 2024

All of our roles in Ireland are eligible for incentive pay - those who did not receive a bonus (women or men) were either too new to participate in a bonus scheme, or were performing below expectations for the role.



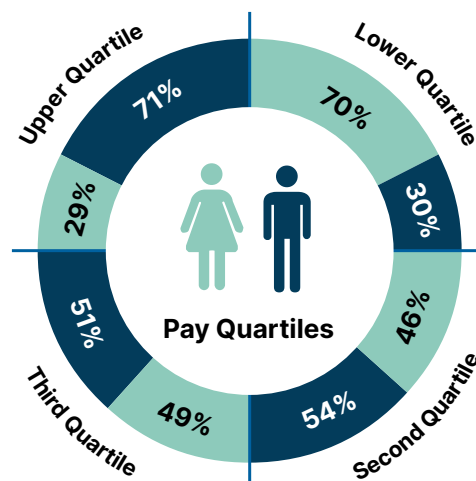
Proportion receiving Benefits In Kind (BIK)

Benefits in kind sets out the percentage of our employees who receive a non-cash benefit of monetary value – for example Health Insurance. Most of our workforce are in our company plan, except for those who have existing plans.



Pay Quartiles

Our current gender spread outlined in total is 50/50. The pay quartiles below show the gender distribution across four equally sized quartiles. Overall, there continues to be more women than men in the lower quartile, but an almost equal spread exists in the middle quartiles. There are more men than women in senior positions which warrant higher pay.



MetLife has been working to achieve gender balance. In MetLife in Ireland, we have seen the percentage of female employees increase from 44% to 48% over the last 5 years, and we have seen the percentage of females in managerial positions increase from 37% to 44% over the same period. To further support our commitments, we aim for our recruitment shortlists to continue to have a balance of qualified male and female candidates, and all interview panels should include both male and female representatives.

We also remain committed to providing family friendly benefits and flexible working to allow us to attract and retain a diverse workforce. Our Carers policy allows us to support and encourage the growing number of our employees who are carers to make use of our time off and leave policies, and our Fertility Leave policy allows our employees who are going through or supporting a partner going through fertility treatment to have up to 5 days paid leave per year. In addition, we continue to be transparent about our parental leave and pay policies, which are on our external facing website to demonstrate our commitment to supporting working parents and championing inclusion.

MetLife has been widely recognised by DEI raters and rankers, including Bloomberg Gender-Equality Index, Best Places to Work for LGBTQ Equality, Disability Equality Index Best Places to Work, Military-Friendly Companies, and Best Companies for Multicultural Women. Visit [Awards and Recognition | About Us | MetLife](#) to see the full up to date list of MetLife awards and accolades.

We are confident that our diversity commitments will ultimately increase the representation of women in leadership roles and will strengthen diversity at our most senior levels.

MetLife recognises our dynamic environment, and we regularly review and evaluate our policies, practices and procedures so that our workplace is one in which every employee feels welcome and is provided with the opportunity to work in the most effective and rewarding way possible to meet the needs of our customers.

www.metlife.ie

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