

LexisNexis Risk Solutions (Europe) Limited Company

2025 Ireland Gender Pay Gap Report

INTRODUCTION

Under the Gender Pay Gap Information Act 2021, this year marks the first time LexisNexis Risk Solutions (Europe) Limited Company is required to publish a gender pay gap report in Ireland. This follows a change in the legislation which extends the reporting obligation to employers with more than 50 employees. LexisNexis Risk Solutions (Europe) Limited Company is an Ireland entity for Risk which provides business information, data and analytics solutions

On the 30 June 2025 snapshot date, LexisNexis Risk Solutions (Europe) Limited Company employed 104 people, representing approximately 1% of Risk's global employee population. Just one is part-time and 4 were employed on temporary contracts. Females represent 24% of the workforce and males represent 76%.

This report for LexisNexis Risk Solutions (Europe) Limited Company is published in accordance with the Ireland legislation.

THE IRELAND GENDER PAY GAP REPORTING REQUIREMENT

The gender pay gap is different from equal pay. The gender pay gap measures the overall difference between the average pay received by men and the average pay received by women in a workplace. It therefore reflects the different number of men and women at varying levels of seniority and doing different roles. The gender pay gap does not measure or compare pay in like-for-like roles. By contrast, equal pay is a legal requirement in Ireland to pay men and women the same for equal or similar work. LexisNexis Risk Solutions (Europe) Limited is committed to equal pay and has policies in place to pay employees fairly for the role they do, irrespective of their gender. A gender pay gap can exist despite men and women being paid equally for the same or similar roles.

The pay gap LexisNexis Risk Solutions (Europe) Limited is quite small reflecting relatively balanced pay levels for males and females across the business as illustrated by the gender representation by pay quartile statistics below. The reason for the pay gap is, in part, due to some female employees being on reduced pay due to statutory leaves. It also reflects that there are more men than women in specialist Technology and Data roles, which are higher paid roles. This imbalance reflects broader industry trends in STEM-related fields. The pay gap for temporary contract employees is firmly in favour of female employees because the group is very small and the female employee is in a significantly more senior role than the male employees, two of whom are interns.

THE ACTIONS WE ARE TAKING GLOBALLY

LexisNexis Risk Solutions (Europe) Limited is committed to creating a diverse and inclusive workplace. To learn more about our policy and initiatives please click [here](#).

SNAPSHOT DATE AND REPORTING PERIOD

Snapshot date: 30 June 2025

Reporting period: July 2024 – 30 June 2025

2025 Ireland Gender Pay Gap metrics for Lexisnexis Risk Solutions (Europe) Limited Company

HOURLY PAY GAP

Metric	Value
Mean hourly gender pay gap	1.7% in favour of males
Median hourly gender pay gap	5.4% in favour of females
Mean hourly gender pay gap – part time	n/a PT employees are all female
Median hourly gender pay gap – part time	n/a PT employees are all female
Mean hourly gender pay gap – temporary contract	93.8% in favour of females
Median hourly gender pay gap – temporary contract	159.6% in favour of females

GENDER REPRESENTATION BY PAY QUARTILE

PAY QUARTILE	% MALE	% FEMALE
Lower	73.1%	26.9%
Lower Middle	84.6%	15.4%
Upper Middle	73.1%	26.9%
Upper	73.1%	26.9%

BONUS AND PARTICIPATION GAP

Metric	Value
Mean bonus gender pay gap	37.8% in favour of females
Median bonus gender pay gap	66.8% in favour of females
% of male employees receiving a bonus	81%
% of female employees receiving a bonus	64%
% of male employees receiving benefits-in-kind	82%
% of female employees receiving benefits-in-kind	80%