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KKR Credit Advisors Ireland Unlimited Company

2025 Gender Pay Gap Report

Introduction

In this report, we publish the gender pay gap information as required by Irish legislation for KKR Credit Advisors Ireland Unlimited Company (KCAI). This is the first time KCAI has been required to publish gender pay gap information therefore no prior-year comparisons are available.

Gender Pay Gap vs Equal Pay

The gender pay gap is the output of a statistical calculation. It measures the difference in average pay between men and women across an organisation without accounting for differences in role, seniority or performance. The existence of a gender pay gap typically suggests differences in gender representation or distribution across roles and levels within an organisation.

The gender pay gap is different to equal pay. Equal pay focuses on individual roles and is the legal requirement that men and women are paid the same salary for carrying out the same or similar work. KKR is committed to paying its employees fairly based on legitimate factors such as role, experience, seniority and performance, and we are confident that unequal pay is not a factor behind our pay gaps.

Gender Pay Gap results for 2025

Legislation in Ireland (The Gender Pay Gap Information Act 2021) requires organisations to report on their gender pay gap across a range of metrics. The following charts detail our gender pay gaps for our workforce as of our chosen snapshot date of 30 June 2025. A total of 53 employees were covered in the reporting period (37 male and 16 female – including temporary employees).

	Representation	
Pay Quartiles	**Male**	**Female**
Lower	57.1%	42.9%
Lower Middle	53.8%	46.2%
Upper Middle	84.6%	15.4%
Upper	84.6%	15.4%
	Pay Gaps	
	Mean	**Median**
Hourly Pay Gap for all employees	72.2%	46.9%
Hourly Pay Gap for temporary employees only	3.7%	3.7%
Bonus Pay Gap for all employees	83.1%	41.7%
	Male	**Female**
% Employees who received Benefit in Kind	86.5%	62.5%
% Employees who received Bonus	78.4%	75.0%

Definitions and notes

- **Proportion of Men and Women in each Quartile Band** The population is divided into four equal parts or 'quartiles', from the lowest paid to the highest paid based on the calculated hourly pay rate. This breakdown of hourly rates by defined quartiles reflects the gender differences in our workforce with a greater proportion of men in higher paid quartiles.
- **Hourly Pay** is calculated by dividing the total ordinary pay and bonus payments made through payroll during the period 1 July 2024 to 30 June 2025 by the total number of working hours. It is important to note that recent joiners who were not eligible to receive a bonus for the prior performance year may have lower hourly remuneration than employees who received a bonus.
- **The Mean Hourly Pay Gap** is the difference between the average hourly pay for male and female employees expressed as a percentage of the average hourly pay for male employees.
- **The Median Pay Gap** is the difference between the middle hourly pay value in the hourly pay ranges for male and female employees expressed as percentage of the middle hourly pay value for male employees.
- The **Mean Bonus Pay Gap** is the difference between the average bonus pay for male and female employees expressed as a percentage of the average bonus pay for male employees.
- The **Median Bonus Pay Gap** is the difference between the middle bonus pay values in the bonus pay ranges for male and female employees expressed as percentage of the middle bonus pay value for male employee.
- There were no part-time employees employed by KCAI on the snapshot date and there is no pay gap data to report for this population.

What is causing our gender pay gaps?

The gender pay gap does not account for differences in roles or seniority and is not about men and women being paid differently for the same role; the pay gaps identified in this disclosure are due primarily to the lower representation of women in higher paying senior leadership roles and technical and investment roles. Our sector, and the financial industry more broadly, has incentives and job structures which amplify the effect of under-representation of women at senior levels and lead to greater gender pay gaps. We focus our hiring at junior grades with the aim of developing and progressing internal talent but this means that any change in gender representation at the senior levels happens incrementally over time.

Seniority. Senior roles, particularly at director and leadership levels, are disproportionately held by men within KCAI. While gender representation at entry and mid-level grades is more balanced, the proportion of women generally decreases at each successive grade in seniority.

Function. We see gender imbalance across functions. There is a higher proportion of male employees compared to female employees in higher-paid technical and investment roles, while the position is reversed for lower-paid support functions, reflecting broader industry talent pipeline challenges.

What measures are we taking to address our gaps?

We believe that teams drawing on a broad range of perspectives, experiences and ideas strengthen our organisation and contribute to better outcomes for our clients and stakeholders.

We aim to ensure that opportunities for hiring, advancement, and reward are based on merit and performance, with barriers to success identified and removed wherever they exist.

We continue to educate our business leaders on the drivers of our gender pay gaps. Below we set out the actions we are taking to support balanced representation and equity of opportunity at every level.

Recruitment

We have a range of measures in place aiming to level the playing field and aim to ensure equal access to careers with KKR. These practices are designed to support objective, merit-based hiring decisions.

- We aim to ensure that all recruitment (whether internal or external) includes a broad range of male and female candidates where possible.
- We use gender neutral wording in all job advertisements.
- We use a consistent interview framework with common evaluation criteria to support objectivity in hiring decisions.

Retention and progression

We are focused on building an environment where talented people of all backgrounds can thrive on merit and advance their careers based on their contributions.

- We offer mentoring and sponsorship for employees seeking to develop their careers and achieve their potential.
- We apply objective and gender-neutral criteria when making decisions about pay, bonus awards and promotion. We aim to ensure employees understand their promotion paths.
- We periodically review our career-development and recognition processes to ensure that progression opportunities are performance-based.
- KKR Women is our women’s network and one of our nine Employee Resource Groups (ERGs). Our ERGs aim to foster collaboration and productivity by enabling employees to connect with others who share similar experiences and interests, learn from each other about our business and culture, and ensure everyone has a platform to share their voice.

Our goal is to maintain a culture where advancement reflects individual performance, contribution, and potential, regardless of gender.