

## UK Gender Pay Gap Report 2023

We believe that a diverse and inclusive workforce, that has equal opportunity and earning ability, is a powerful driver for business success. This covers many areas, including gender, which is a key focus area for us.

We understand that gender pay gaps are partly caused by there being too few women in senior positions, and this is something we are continuing to work to address globally at Computershare.

This year we continue to report a gender pay gap across our UK employee base and whilst this is not an issue that will change overnight, we are committed to changing this significantly and have internal targets in place to help drive this. In addition, we are making changes in a number of different areas to make it easier for more women to move into higher paying roles.

We have a policy of promoting on merit and ability, regardless of background. Our [global Diversity and Inclusion policy](#) reflects this and we have a long term strategy of internal changes to address the pay gap.

### Progress so far against our internal targets

We continue to focus on employee-related initiatives across the business including our diversity and inclusion work. As part of this, we have continued to run internal professional networking and resource groups for women in the EMEA, North America and Asia Pacific regions to help learn, share, connect and grow.

We continued to review and update our recruitment processes, ensuring we strip out any unintentional bias in our advertising. We make sure that every role is advertised internally and that there are no internal barriers to people applying for roles. On top of this, our hiring managers have been given more training and improved guidance in recruitment practices, including being aware of unconscious bias.

We have encouraged workplace learning and development with all line managers having completed in-depth leadership development courses in how to manage and coach their teams effectively, and around our expectations on good management practice. We have been running self-nominated talent and mentoring programmes to support our talented people to develop their careers.

We have continued to drive our Diversity and Inclusion strategy with regular communications to all employees, as part of an agreed calendar of initiatives, and we have provided diversity training and unconscious bias awareness videos to all employees. In March 2023, alongside International Women's Day, we celebrated gender diversity by holding a variety of virtual events and publishing resources to support female inclusion in the workplace.

In order to have clear and transparent reward structures, we have reviewed our reward approach to give better guidance and insights for managers when making pay decisions.

We have introduced more flexible working options and as a result we have seen an increase in formalised flexible working arrangements.

### What are we planning to do next?

We will launch an updated Diversity and Inclusion strategy, and a D&I forum chaired by the Group CEO.

We will continue to engage and grow our Employee Resource Groups.

We will review our data and targets on a continuous basis to ensure we are working toward gender balance and continue to evaluate employee opinion of Computershare's progress towards greater diversity & inclusion, with the aim of increased scores in our annual employee survey.

## Our combined business results for England, Scotland and Wales

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	<b>24%</b>
The difference in median pay of men and women, expressed as a percentage	<b>21%</b>
The difference in mean bonus pay, expressed as a percentage	<b>62%</b>
The difference in median bonus pay, expressed as a percentage	<b>28%</b>
The proportion of men and women who received bonus pay	Women <b>71%</b> Men <b>63%</b>
The number of men and women in each four quartile bands	See below**

Quartile 1		Quartile 2		Quartile 3		Quartile 4	
Female	Male	Female	Male	Female	Male	Female	Male
35%	65%	45%	55%	58%	42%	64%	36%

## Computershare Investor Services results

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	<b>24%</b>
The difference in median pay of men and women, expressed as a percentage	<b>17%</b>
The difference in mean bonus pay, expressed as a percentage	<b>58%</b>
The difference in median bonus pay, expressed as a percentage	<b>28%</b>
The proportion of men and women who received bonus pay	Women <b>74%</b> Men <b>72%</b>
The number of men and women in each four quartile bands	See below**

Quartile 1		Quartile 2		Quartile 3		Quartile 4	
Female	Male	Female	Male	Female	Male	Female	Male
41%	59%	53%	47%	64%	36%	65%	35%

### Computershare Loan Services (CMS) results

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	<b>10%</b>
The difference in median pay of men and women, expressed as a percentage	<b>19%</b>
The difference in mean bonus pay, expressed as a percentage	<b>70%</b>
The difference in median bonus pay, expressed as a percentage	<b>6%</b>
The proportion of men and women who received bonus pay	Women <b>79%</b> Men <b>74%</b>
The number of men and women in each four quartile bands	See below**

Quartile 1		Quartile 2		Quartile 3		Quartile 4	
Female	Male	Female	Male	Female	Male	Female	Male
50%	50%	60%	40%	71%	29%	65%	35%

### Computershare Loan Services (HML) results

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	<b>23%</b>
The difference in median pay of men and women, expressed as a percentage	<b>27%</b>
The difference in mean bonus pay, expressed as a percentage	<b>78%</b>
The difference in median bonus pay, expressed as a percentage	<b>35%</b>
The proportion of men and women who received bonus pay	Women <b>80%</b> Men <b>69%</b>
The number of men and women in each four quartile bands	See below**

Quartile 1		Quartile 2		Quartile 3		Quartile 4	
Female	Male	Female	Male	Female	Male	Female	Male
45%	55%	56%	44%	56%	44%	70%	30%

## Computershare Technology UK Limited results

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	<b>7%</b>
The difference in median pay of men and women, expressed as a percentage	<b>0%</b>
The difference in mean bonus pay, expressed as a percentage	<b>31%</b>
The difference in median bonus pay, expressed as a percentage	<b>15%</b>
The proportion of men and women who received bonus pay	Women <b>32%</b> Men <b>44%</b>
The number of men and women in each four quartile bands	See below**

Quartile 1		Quartile 2		Quartile 3		Quartile 4	
Female	Male	Female	Male	Female	Male	Female	Male
19%	81%	29%	71%	26%	74%	23%	77%

**\*\*Quartile 1 represents the top quartile and therefore the highest salaries, quartile 2 represents the upper middle quartile, quartile 3 the lower middle quartile and quartile 4 the lowest quartile and the lowest salaries.**