

UK Gender Pay Gap Report 2025

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We believe that a 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 over time. In addition, we continue, 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 policies reflect 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. As part of this, we have continued to run internal professional networking and resource groups for all employees who are looking for a supportive community to grow their networks, develop new skills, and be part of an empowering space where employees are encouraged and supported in their career journeys.

We continued to review and enhance our recruitment processes, ensuring we strip out any unintentional bias in our advertising. We prioritise advertising roles internally and that there are no internal barriers to people applying for roles.

We have encouraged workplace learning and development with all line managers having the opportunity to complete 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 mentoring programmes to support our people to develop their careers.

We have continued to drive our People strategy with regular communications to all employees, as part of an agreed calendar of initiatives, and we continue to provide resources and make training available to all employees.

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

We continue to provide 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 review our data on a continuous basis to ensure we are working towards a gender pay balance and continue to evaluate employee opinion of our progress, 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	24.5%
The difference in median pay of men and women, expressed as a percentage	19%
The difference in mean bonus pay, expressed as a percentage	74%
The difference in median bonus pay, expressed as a percentage	18%
The proportion of men and women who received bonus pay	Women 80.5% Men 73%
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% (=)	49% (+1%)	51% (-1%)	56% (+1%)	44% (-1%)	62.5% (-.5%)	37.5% (+.5%)

Computershare Investor Services results

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	22%
The difference in median pay of men and women, expressed as a percentage	16%
The difference in mean bonus pay, expressed as a percentage	67%
The difference in median bonus pay, expressed as a percentage	25%
The proportion of men and women who received bonus pay	Women 80.5% Men 77%
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
42%	58%	53%	47%	60%	40%	62.5%	37.5%

Computershare Loan Services (CMS) results

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	17%
The difference in median pay of men and women, expressed as a percentage	10%
The difference in mean bonus pay, expressed as a percentage	67%
The difference in median bonus pay, expressed as a percentage	9.5%
The proportion of men and women who received bonus pay	Women 91% Men 89%
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
51%	49%	62%	38%	66.5%	33.5%	71%	29%

Computershare Loan Services (HML) results

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	27%
The difference in median pay of men and women, expressed as a percentage	25%
The difference in mean bonus pay, expressed as a percentage	88%
The difference in median bonus pay, expressed as a percentage	20%
The proportion of men and women who received bonus pay	Women 89% Men 79%
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
44%	56%	56%	44%	57%	43%	75%	25%

Computershare Technology UK Limited results

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	16%
The difference in median pay of men and women, expressed as a percentage	6%
The difference in mean bonus pay, expressed as a percentage	47%
The difference in median bonus pay, expressed as a percentage	2%
The proportion of men and women who received bonus pay	Women 56% Men 58%
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
13%	87%	33%	67%	30%	70%	25%	75%

****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.**