

StoneX Financial Ltd Gender Pay Gap Report 2021/22 Reporting Year

Introduction

Geopolitical matters continue to challenge the markets in which we operate. The pandemic has challenged organisations to re-think the 'office' environment and employees have become more accustomed to building virtual relationships. Organisations are experiencing an unprecedented increase in attrition particularly as London employees start to return to the workplace. The captive talent pool is looking for a different mix in benefit package, with non financial benefits such as wellbeing, work life balance and hybrid working key determining factors in accepting a new role.

As a rapidly expanding global financial services business, we recognise the importance of diversity and inclusion and the positive effect it has on the sustainability of our company and the society in which we operate. Actively inviting diversity into our company has a positive effect on broadening our collective knowledge and skills base that helps us better service our global clients in a more inclusive manner. This practice of diversity opens up a world of opportunity which goes beyond the physical borders in which we operate.

We remain proud of our entrepreneurial culture which promotes agile ways of working, digitalisation and the maximisation of each person's individuality. Our values are simple and clear; we operate with integrity and openness and our mission is to continue to attract diverse talent to support our Future Forward ambitions. Our opportunities are limitless and we support all staff who choose to support our thriving multi-product and international business.

Our Work Force



72 %



28 %

What is our gender pay gap and what does it mean?

The gender pay gap is the difference in the average hourly salary of all men and women across the company, described by the mean and median.

The gender pay gap should not be confused with equal pay which refers to men and women receiving the same pay for the same job or work of equal value.

The figures below demonstrate the mean and median difference between male and female pay, as well as bonuses. For example, if average male pay was £100 per hour and average female pay was £75 per hour there would be a gender pay gap of -25% that is to say women would be paid on average 25% less than men.

Gender Pay Gap

| | PAY GAP | | BONUS GAP | |
|---------------|---------|--------|-----------|--------|
| | 2020 | 2021 | 2020 | 2021 |
| MEAN | 44.56% | 44.13% | 59.97% | 61.64% |
| MEDIAN | 29.50% | 28.22% | 33.00% | 46.27% |

In 2019 the pay gap was 54.69%, whilst we see a marginal decrease in the gender pay gap between 2020 and 2021, we recognise we need continued focus in building effective diversity and inclusion strategies to reduce the gender pay gap. The increase in the bonus pay gap is as a direct result of fewer females in senior positions with the company.

Proportion of men and women receiving a bonus

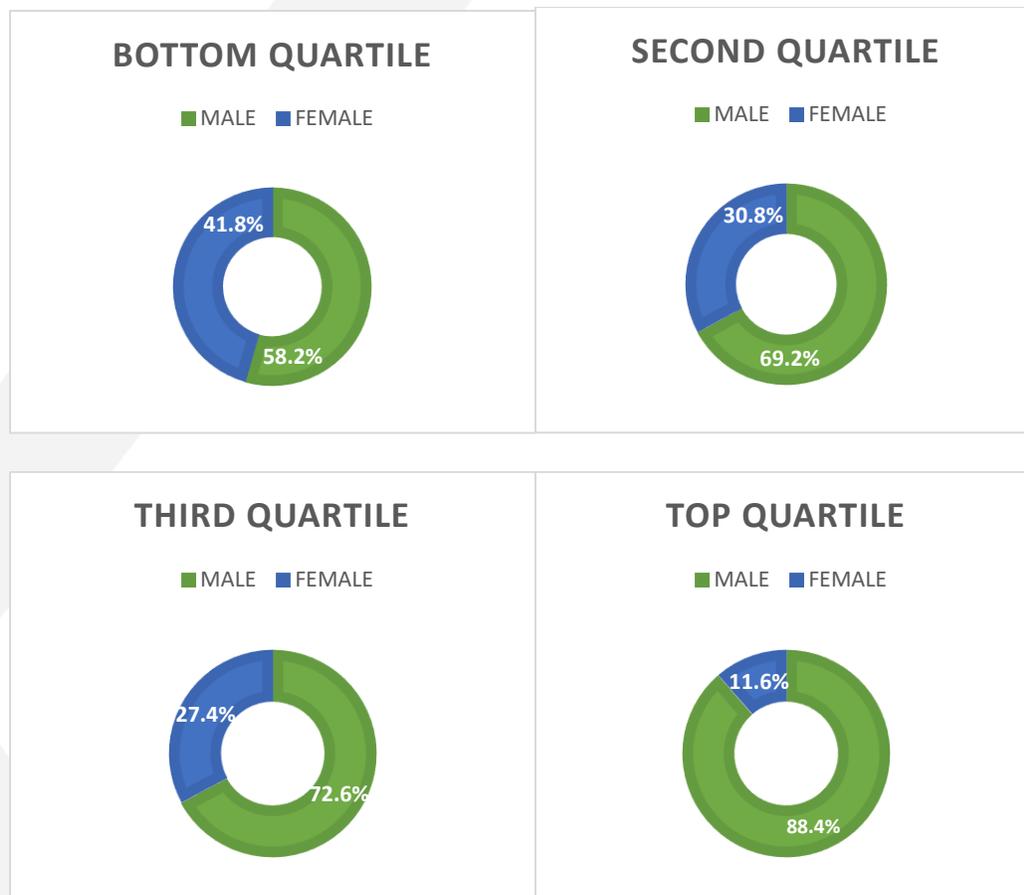
| | 2020 | 2021 |
|--------------|--------|--------|
| Men | 81.28% | 85.51% |
| Women | 75.26% | 85.28% |

All employees who meet the company's bonus eligibility criteria may be considered for a discretionary performance linked bonus. The proportion of men and women receiving a bonus has increased, this may be attributable to less attrition during the pandemic and a more steady workforce.

Proportion of men and women in each pay quartile

The charts below show the proportion of men and women in each of the four pay quartiles, which is calculated by ranking pay from highest to lowest and then splitting it out into four equally sized groups.





Reporting Methodology

The reportable figures have been calculated in line with the approach and methodology set out under the gender pay reporting.

Gender pay gap data based on April 2021 snapshot.

We confirm that the information reported is accurate.

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