

AJ Bell Group Gender pay report 2025

Employers in the UK with more than 250 staff are required by law to publish the following information annually on their own website and on a government website:

- Their mean and median gender pay gap
- Their mean and median bonus gender pay gap
- The proportion of men and women receiving a bonus payment; and
- The proportion of men and women in each quartile of the pay structure

Pay and bonus (5 April 2025 data)

Difference between men and women

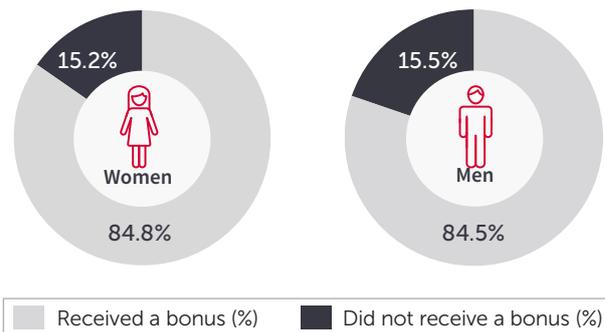
Hourly rate of pay		Bonus paid	
Mean	22.3%	Mean	39.1%
Median	17.1%	Median	30.5%

The mean is the average hourly rate of pay (or bonus pay paid during the relevant period) for all staff.

The median is the middle value when the hourly rates of pay of all staff (or bonus payments paid in the relevant period to all relevant staff) are listed in numerical order.

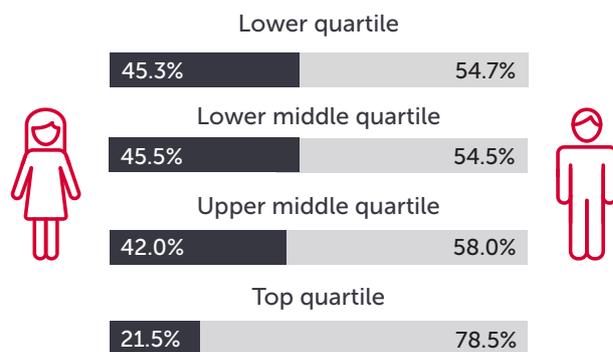
The financial services sector has traditionally seen a higher proportion of men in senior and higher-paying roles than women. We remain committed to creating more opportunities for women to move into leadership roles and will continue to actively promote the recruitment of and support the progression of women in all areas of the business. We were pleased to see that the difference in mean average bonus payments between male and female staff decreased.

Proportion of staff awarded a bonus



The proportion of women who received a bonus for their performance improved this year, and a higher proportion of women received a bonus this year than men. Where staff did not receive a bonus, this was primarily due to eligibility criteria for new recruits.

Proportion of staff in each pay quartile



At AJ Bell we are committed to building a diverse and inclusive workplace where everyone feels valued, respected and empowered to succeed.

Supporting this commitment is our Diversity and Inclusion Framework. Aligned with our guiding principles and our business strategy, all our plans, activities and events related to diversity and inclusion map back to the Framework's four key components: demographic diversity; cognitive diversity; inclusive practices and policies; and inclusive leadership and behaviour.

Our ongoing focus on diversity in recruitment aims to attract a broad range of candidates to our vacancies, and we use a range of initiatives to support the recruitment of women. We champion women through the recruitment process, especially in under-represented areas such as technology, to make sure we are getting a diverse candidate shortlist. We aim to achieve the broadest possible representation in our candidate shortlists to give hiring managers the widest demographic choice of candidates possible to choose from. And we aim to have a diverse range of staff conduct interviews to help candidates see themselves in the role that they are applying for.

Supporting women in tech is a key part of our commitment to celebrate diversity and champion inclusion, so we are delighted to continue our partnership with the *Digital Her* initiative, part of the Manchester Digital Skills Festival. *Digital Her* is about creating fairer, more inclusive workplaces within the digital sector. Female staff from AJ Bell are invited to speak at the event and host panel discussions. We also partner with *SheCanCode*, a collaborative online community supporting and promoting women in the tech community to help close the tech gender gap.

One way we champion diversity in Tech within AJ Bell is through our 'Women in Tech' initiative, a regular newsletter that is shared within the business to highlight women working in technology roles at AJ Bell. We have also introduced the AJ Bell Technology Award, in partnership with The University of Salford. Now in its fifth consecutive year, we present awards to the top Computer Science and Software Engineering students. This year marked a particularly special milestone - for the first time in five years we had a female engineer among the winners. It's an inspiring reflection of the growing diversity within the technology sector and something we're incredibly proud to celebrate.

Outside of technology we also come together every year for International Women's Day, to recognise, celebrate, and act toward a more inclusive and equitable workplace. This year's theme was 'Accelerate Action' - a call to drive real change and take meaningful steps toward gender equality - and to celebrate it we hosted a range of events to inspire and educate staff.

We recognise the importance of having a robust and diverse talent pipeline, and our commitment to developing internal talent is demonstrated by nearly 200 internal promotions last year. To advance demographic diversity we actively promote the recruitment and progression of women at all levels of the business and we support this with our internal training programmes and succession planning, as well as other initiatives such as our Talent Networking events which give staff below senior management the opportunity to present and network with members of the Executive and Board. We also continue to build

our talent pipeline from early careers, including our popular apprenticeship programme.

We are delighted that AJ Bell has been officially certified by Great Place to Work (GPTW) for the second consecutive year, recognising our ongoing commitment to creating a positive workplace culture. We are especially pleased that we are ahead of the financial services benchmark on areas that measure our culture and inclusivity, including treating people fairly regardless of their gender.

We are invested in providing an inclusive and supportive environment for everyone who works at AJ Bell. As well as providing a supportive maternity policy, our menopause policy recognises that menopause is a natural part of the lifecycle and is not always an easy transition. Having the right support in place can make a big difference, so whilst every individual does not suffer with symptoms, we are committed to supporting those who do to improve their experience at work.

A number of our staff have been appointed as DE&I Ambassadors. The Ambassadors are passionate about diversity, equity and inclusion and play an important role in supporting and building the conversation about DE&I at AJ Bell. One way they achieve this is through supporting the delivery of Allyship training to small groups of staff. This training takes the form of a guided conversation and at its heart it is about promoting the benefit of standing up for others and creating a workplace where everyone feels respected and included.

We are pleased to continue to meet the FTSE Women Leaders Review and the Parker Review targets (at least 40% of the Board are women; at least one of the senior Board positions is held by a woman and at least one ethnically diverse Board member). There are five women on the Board (over 50% of Board members), one Board director is from a minority ethnic background and both our Chair and Senior Independent Director are women.

Men and women are paid equally for doing equivalent jobs across our business and we are pleased to see the continued progress we are making to support a diverse and inclusive workplace.

Our commitment to diversity and inclusion is a continuous process. Through our continued commitment to gender-inclusive recruitment practices and our efforts to promote women into more senior roles and reward accordingly, and by adhering to our guiding principles - which define our culture and inform everything we do - we strive to ensure no one is disadvantaged in how we attract, select and develop our staff.