

# 2024 Gender Pay Gap Report

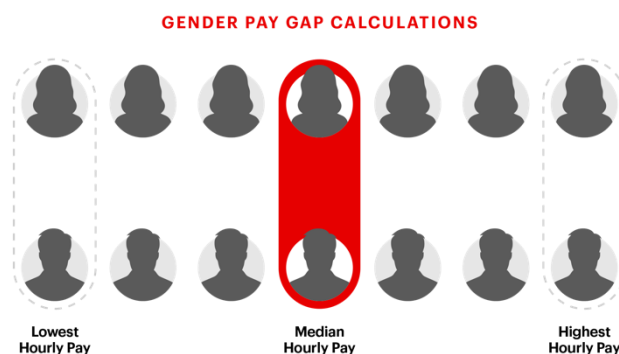
MUFG Alternative Fund Services  
(Ireland) Limited

## Foreward

- In compliance with the Gender Pay Gap Information Act of 2021, it is mandatory for employers with 150 or more employees to report their gender pay gap results.
- This statement outlines the gender pay gap for MUFG Alternative Fund Services (Ireland) (hereinafter referred to as “MUFG Investor Services Ireland”, “our” or “we”) for 2024. This report underscores our commitment to transparency and accountability in addressing gender pay disparities.
- At MUFG Investor Services Ireland, we recognize that closing the gender pay gap is not just a legal obligation but a moral imperative. This report provides an analysis of our current pay gap figures, comparisons with previous years, and insights into the actions we are taking to address any disparities. We are dedicated to creating a fair and balanced environment and we believe that continuous improvement in our policies and practices is essential to achieving this goal.

## What is the Gender Pay Gap

- The gender pay gap is the difference in the mean/median hourly pay of all men and all women in an organization
- It is different to equal pay - equal pay is about ensuring men and women get the same salary for equivalent work (i.e. carrying out the same jobs).
- An employer can have a gender pay gap without having an equal pay problem. This is because the gender pay gap is greatly influenced by the proportion of females and males at senior and junior levels of the organization.
- There are a number of legitimate reasons people can receive different pay for doing the same job. For example, skills, previous experience, how long they have been in a role and where in the country they work.



Difference between the median/mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median/mean hourly remuneration of employees of the male gender

## What is MUFG Investor Services Irelands' Gender Pay Gap

- MUFG Investor Services Ireland current gender split by population stands at 39% female versus 61% male. The proportion of females decreased by -2% in this last year.
- For 2024, MUFG Investor Services Ireland has a median pay gap of 0.9 % and mean pay gap of 2.8%. This is an improvement to 2023 gender pay gap figures. The mean decreased by -3.4% and the median by -3.3%.
- The median bonus gap stands at 9.8% and the mean is 10.1%. The median bonus gap decreased by -1.4% and the mean bonus pay gap has increased by +2.8%.
- While we recorded a gap between female and male pay which is driven by a higher proportion of male employees at senior levels, we have been making a progress to close the gap in the last 12 months. The 2 factors that contributed to a decrease in the pay gap are:
  - An increase in female proportion at the senior level. This is represented by a split of 39% female to 61% male in the upper quartile, an improvement of +2%.
  - Male representation below senior levels increased resulting in greater balance across the company per quartile. The % of males in our lower pay quartile increased by 4% from 55% in 2023 to 59% in the reporting period.
- Our commitment to our Diversity, Equity, Inclusion & Belonging (DEIB) programs, of which gender is a principal pillar, has helped us to bring our gender pay gap back down to 2022 levels and we hope it will continue to positively influence figures reported over the next few years.

## What are we doing to close the Gender Pay Gap

In addition to gender being one of our core DEIB pillars, the company has established policies and procedures in place that support our DEIB initiatives. In 2024 the company has continued:

- Working to achieve our Gender Diversity Targets set at executive board level in 2023. These targets focus on balanced hiring practices, balanced promotion processes, and balanced gender pay processes.
- Working with diversity job boards, refreshing our external opportunities content to be more inclusive; coaching and challenging our hiring teams to remove conscious and unconscious bias from our interview and selection process.
- Continuing to develop **Inclusion Champions** at all levels across the organisation whose role is to work within their department and location teams and drive our culture of fairness, equity and inclusion.
- Continuing to grow our **All of Us** gender diversity network with a focus on male allyship, providing employees the opportunity to build a network across the organization and engage, interact and discuss their experiences and challenges.
- Providing our **Welcome Back** program, a program designed to support our females through pregnancy and their return. It includes training for managers and a buddy program.
- Refreshing and expanding our **Mentoring Program** by combining training and mentoring to build a strong pipeline of future female leaders.
- Expanding our **Empowering Voices** program which aims to equip female employees with the skills, strategies and insights which will empower them to flourish both professionally and personally.
- Broadening our events and panel discussion topics to include expert speakers on Imposter Syndrome, Nutrition for Menopause, and more.

Gender Pay Gap Requirements	2024	2023	2022
Median Gender Pay Gap	0.9%	4.2%	0.6%
Mean Gender Pay Gap	2.8%	6.2%	4.0%
Median Gender Bonus Gap	9.8%	7.0%	2.0%
Mean Gender Bonus Gap	10.1%	11.5%	10.4%
Median Gender Pay Gap (Part Time)	-24.1%	-66.4%	-2.1%
Mean Gender Pay Gap (Part Time)	-40.2%	-59.2%	-4.9%
Median Gender Pay Gap (Temporary)	31.2%	Not Applicable No female to report	-166%
Mean Gender Pay Gap (Temporary)	-49.2%	Not Applicable No female to report	-6.1%
Percentage by gender of who received a bonus	F 92% M 92%	F 77% M 79%	F 73% M 71%
Percentage by gender of who received benefit in kind	F 95% M 97%	F 93% M 97%	F 88% M 88%
Percentage of Employees in Lower Quartile	F 41% M 59%	F 45% M 55%	F 38% M 62%
Percentage of Employees in Lower Middle Quartile	F 38% M 62%	F 42% M 58%	F 44% M 56%
Percentage of Employees in Upper Middle Quartile	F 40% M 60%	F 43% M 57%	F 42% M 58%
Percentage of Employees in Upper Quartile	F 39% M 61%	F 37% M 63%	F 40% M 60%



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or visit: [mufg-investorservices.com](http://mufg-investorservices.com)

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