



Gender Pay Gap Report

MUFG Investor Services Ireland

A partnership built around you

MUFG Investor Services Ireland - Gender Pay Gap Report

FOREWARD

Fostering a globally diverse and inclusive workforce is a strength of MUFG Investor Services and is one of the drivers that helps us to succeed. We are an equal opportunity employer, and we aim for excellence in our efforts to recruit and develop our workforce.

In line with the requirements set out in Ireland's 'Gender Pay Gap Information Act 2021', this report will explain what the gender pay gap is for MUFG Investor Services Ireland, why the gap within our organisation exists and the steps we have been taking to close this gap.

At MUFG Investor Services, we believe gender pay gap reporting is an essential measure to spotlight how organisations pay practices can impact gender inequality. This legislation helps drive further progress and holds us accountable towards a better balance.

In this report we share our ambition and strategy on how we will achieve a better gender balance within our business. We believe reporting on the gender pay gap will support us in meeting our targets.

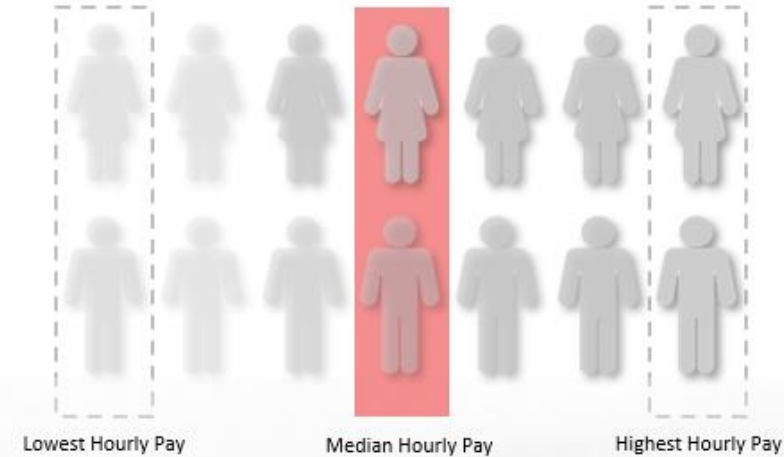


What is the Gender Pay Gap?

GENDER PAY GAP AND EQUAL PAY

- The gender pay gap is the difference in the mean/median hourly pay of all men and all women in an organisation. It is often confused with equal pay - equal pay is about ensuring men and women get the same salary for equivalent work (i.e. carrying out the same jobs).
- You can have a gender pay gap without having an equal pay problem. This is because gender pay gaps are typically caused by having more men in more senior, and therefore more highly paid, positions. This will mean that men receive a higher average pay than women.
- 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.

GENDER PAY GAP CALCULATIONS



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 the Gender Pay and Bonus Gap for Ireland and Why?

WHAT DO OUR GPG RESULTS SHOW?

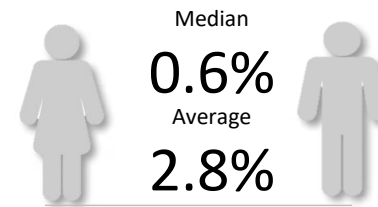
MUFG Investor Services Ireland has a median pay gap of 0.6% and mean pay gap of 2.8%. The median bonus gap stands at 2.0% and the mean is 10.4% with 73% of women receiving a bonus in 2022 versus 71% of men.

The reason for the differences in both the pay and bonus data is due to the proportion of men versus women in senior level roles. This is demonstrated by the 40% to 60% female to male split in the upper pay quartile data.

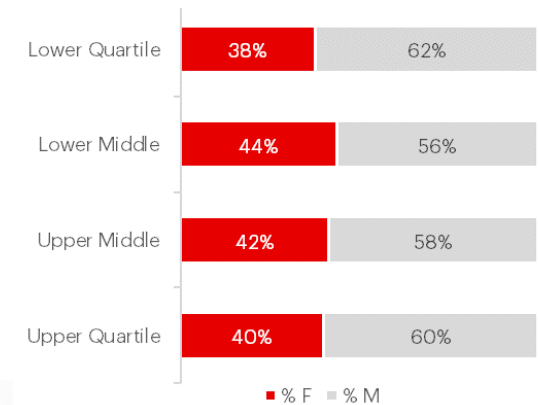
The pay and bonus gaps currently do present very favourably from what we currently know from the available comparison external data for the financial services industry in Ireland.

MUFG Investor Services Ireland employs part-time and temporary contract employees but both in small numbers. The median/mean for part-time employees is -2.1% and -4.9% and for temporary staff is -166% and -6.1%. The temporary staff data includes interns at junior levels versus experienced project staff and this is driving this median pay difference.

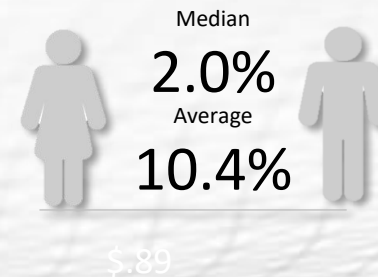
MUFG IRELAND EMPLOYEES' MEDIAN & MEAN PAY GAP



BREAKDOWN OF QUARTILE PAY BANDS



MUFG IRELAND MEDIAN & MEAN BONUS GAP



MUFG IRELAND BENEFIT IN KIND GAP



What are we doing to close the Gender Pay Gap.

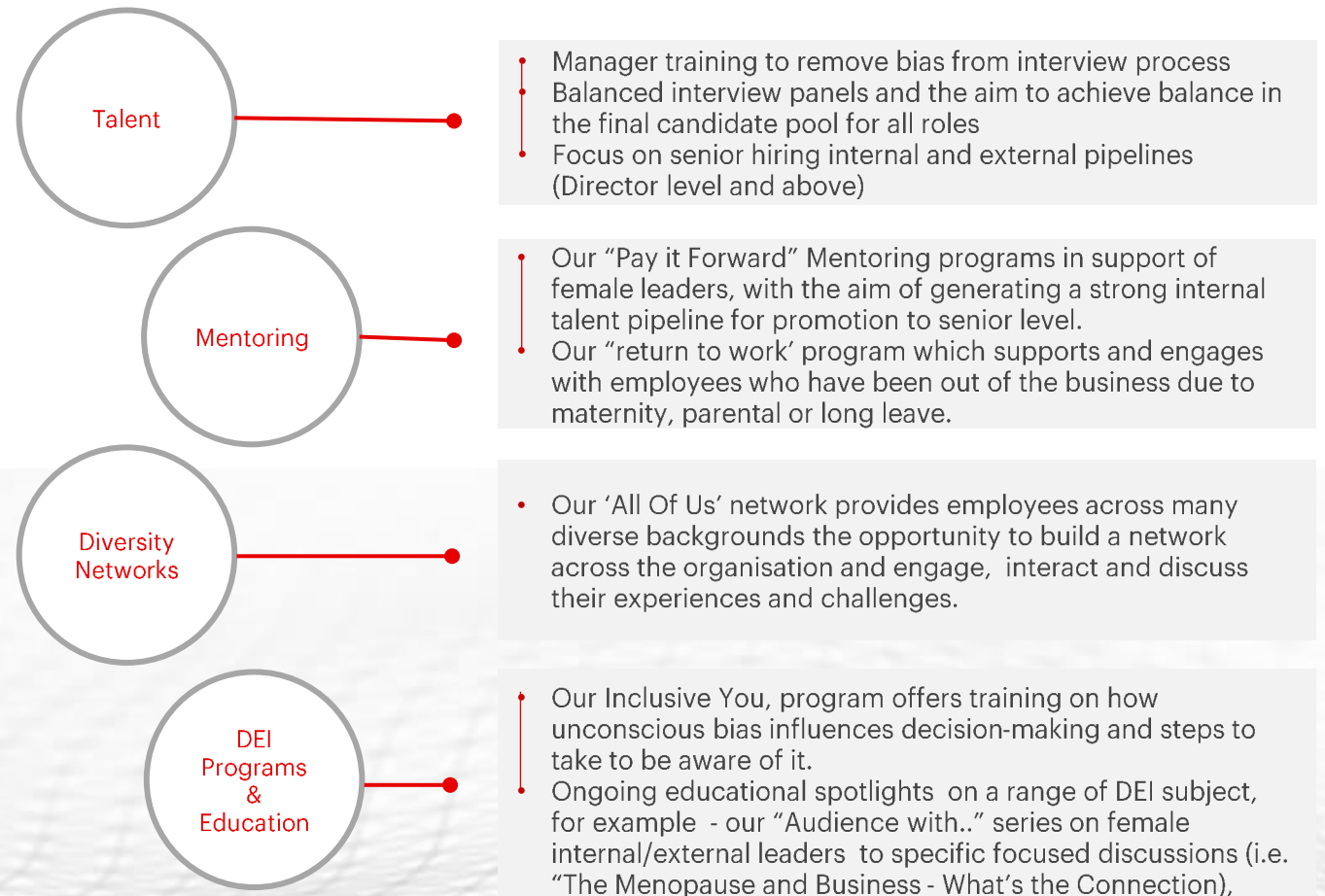
TACKLING FOR GENDER DIVERSITY

Creating a globally diverse and inclusive culture is one of our main focus areas at MUFG Investor Services. Diversity, Equity and Inclusion is a key aspect of our culture program which started in 2018 and gender diversity continues to be one of the main pillars under this program.

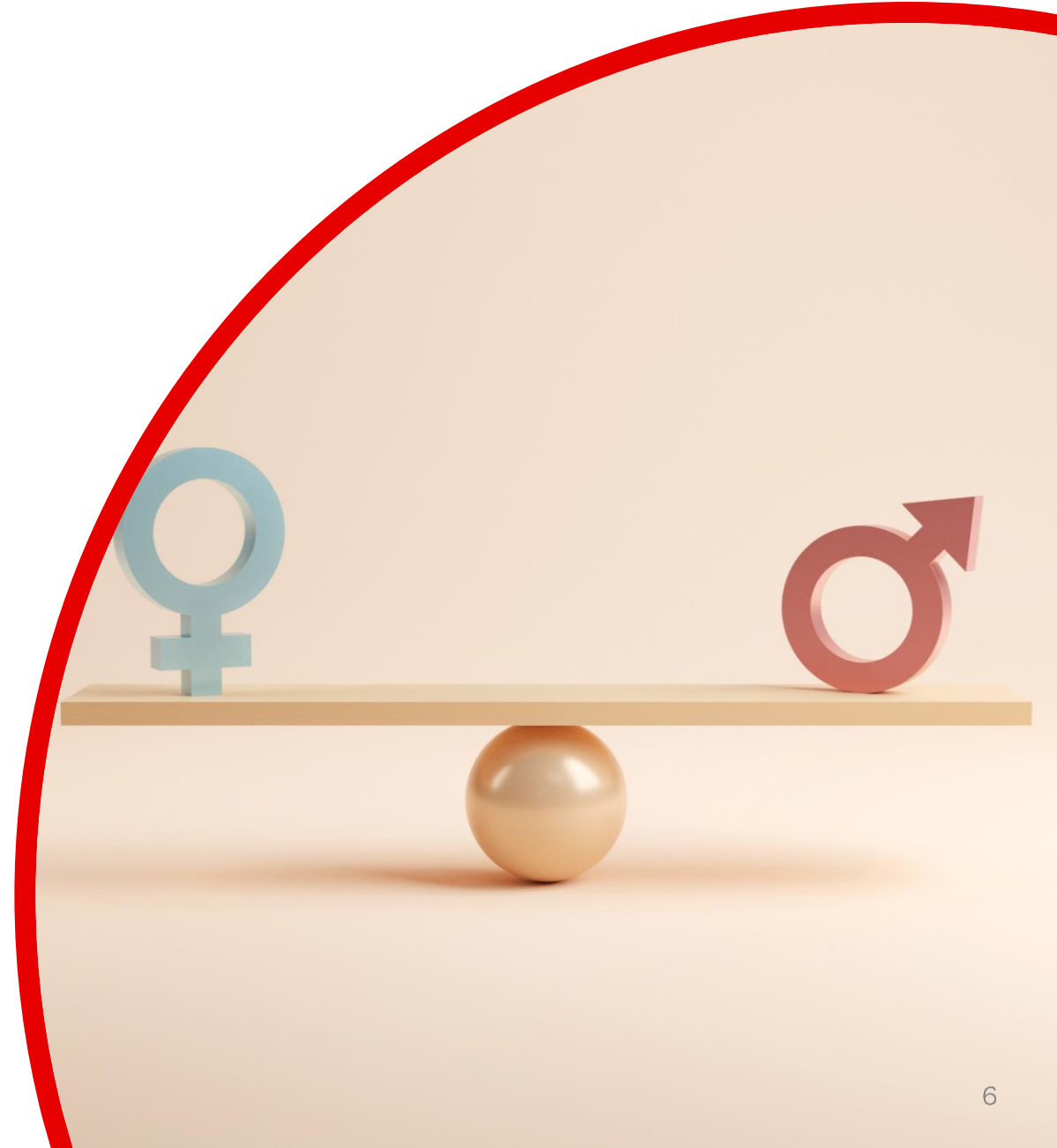
This is evidenced by the many initiatives we undertake as part of our culture program and specific focused activities in relation to tackling gender diversity are provided to the right.

Our policies and procedures are reviewed annually to ensure they do not unfairly impact any one specific group. Our remuneration policies ensure a consistent framework is applied using role-based benchmarking to the external market.

While we continue to progress towards improving the representation of women in the organisation, we are also equally committed to a broader inclusion strategy.



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