



2023 Gender Pay Gap Report

MUFG Investor
Services
Ireland

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FOREWARD

This statement outlines the Gender Pay Gap for MUFG Investor Services for 2023 which represents the legal entities MUFG Alternative Fund Services (Ireland) Limited and MUFG Fund Services (Ireland) Limited.

Under the Gender Pay Gap Information Act of 2021, It is now mandatory for any employer with 250 or more employees to report their gender pay gap results.

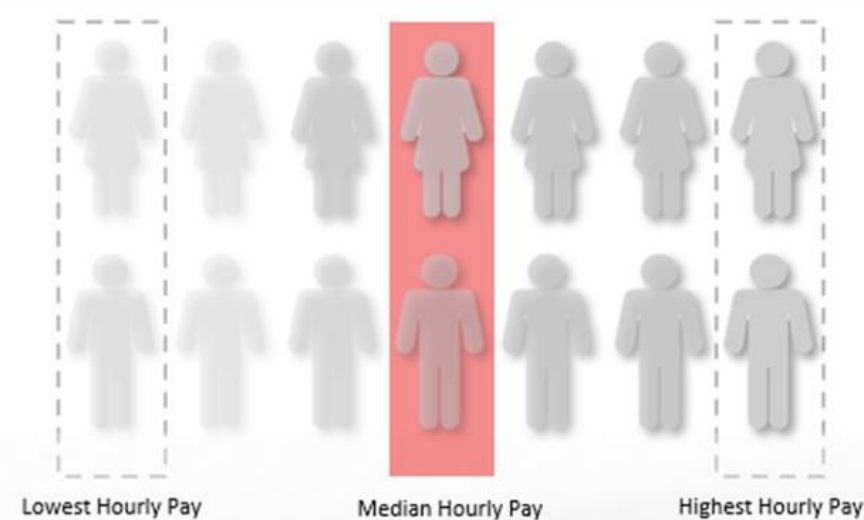
At MUFG Investor Services, we believe gender pay gap reporting is an essential measure to spotlight how organisations pay practices can impact gender inequality. This legislation helps drive further progress and holds us accountable towards a better balance.

In this report we will share the breakdown of the gender pay gap figures for our Irish entity, include comparison to our 2022 gender pay gap report and provide context on the material movement in our gender pay gap figures. We will also provide insight to the activities we are and have undertaken to begin to address any gap.

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 organisation. 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).
- You can have a gender pay gap without having an equal pay problem. This is because the gender pay gap is greatly influenced by the proportions of females and males at senior and junior levels of the organisation
- 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 MUFG INVESTOR SERVICES IRELAND'S GENDER PAY GAP

- MUFG Investor Services' Ireland current % gender split by population stands at 42% female versus 58% male. The number of females increased by 2% in this last year.
- For 2023, MUFG Investor Services' Ireland has a median pay gap of 4.2% and mean pay gap of 6.2%. This is an increase to 2022 gender pay gap figures for Ireland. The mean increased by +3.6% and the median by +2%.
- The median bonus gap stands at 7.0% and the mean is 11.5%. The mean bonus pay gap has increased by +1.1% from and median bonus gap increased by +5%.
- Representation is the key contributor impacting our gender pay and bonus gap calculations. This specifically is being affected by two factors:
 - There is a greater proportion of males to females at senior levels. This is represented by a split of 37% female to 63% in the Upper Quartile.
 - We increased the number of female hires into junior level roles during 2022/2023. The number of females in junior level roles increased from 41% to 43% during this period. The % of females in our lower pay quartile increased by +7% from 2022.
- While we have seen increases to 2022, our results remain favourable compared to the external landscape in Ireland. We are committed to our DE&I programs of which gender is a principal pillar and hence the actions we are taking we hope will influence these result to the positive over the next few years.

WHAT ARE WE DOING TO CLOSE THE GENDER PAY GAP

In addition to gender being one of our core DE&I pillars and the company having sound policies and procedures in place in support of our DE&I initiatives, in 2023 the company has also:

- Introduced Gender Diversity Targets set at the executive board level. These outline the expected targets we want to achieve on gender diversity over the next 5 years. These targets focus on balanced hiring practices, balanced promotion processes, and balanced gender pay processes.
- Created Inclusion Champions whose role is to work within their department and location teams and drive our culture of fairness, equity and inclusion.
- Partnered with “Men for Inclusion” to deliver leadership training so our senior leaders clearly understand how pivotal their roles are in fostering inclusive workplace cultures.
- Launched a new program titled Empowering Voices. Its aim is to equip female employees with the skills, strategies and insights which will empower them to flourish both professionally and personally.
- Grown our “All Of Us’ diversity network providing employees the opportunity to build a network across the organisation and engage, interact and discuss their experiences and challenges.
- Continued inviting external experts for events and panel discussions to continue driving discussions on gender. Specific topics this year were on accidental sexism, bridging the gap between genders and IVF.

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

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