

## StoneX Financial Ltd Gender Pay Gap Report 2022/2023 Reporting Year

### Introduction

Britain is facing the highest rate of inflation since the 1980s, with the average household being impacted the most. Post Covid, many economies began the process of recovery and alongside continued geopolitical pressures the combined effect escalated quickly putting significant pressure on the financial sector, the wider economy, community services and households.

High inflation rates, the continued increase in energy bills, petrol and food coupled with the untenable costs of childcare has meant many families live the reality of choosing between heating or food and in many cases parents (mostly mothers) chose to give up work as the cost of childcare exceeded daily wages.

With the easing of Covid restrictions we saw an unprecedented increase in voluntary attrition in 2021/2022. More recently the continued uncertain economic outlook and the rising cost of living has slowed down voluntary resignations.

We are proud of our dynamic, opportunistic, and entrepreneurial culture. We recognise the importance of diversity and inclusion and the positive effect it has on the sustainability of our company and society. Our values are simple and clear; we operate with integrity, treat each other with respect and our mission is to continue to attract diverse talent to support our One StoneX ambition.

At StoneX we offer a competitive compensation package inclusive of benefits and offer a hybrid working environment. Our opportunities are limitless, and we support all staff who choose to support our thriving multi-product and international business.

### Our Work Force



71 %

No. 439



29 %

No. 182

### 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	
	2021	2022	2021	2022
<b>MEAN</b>	44.13%	43.40%	61.64%	63.32%
<b>MEDIAN</b>	28.22%	29.97%	46.27%	34.89%

In 2019, we reported a mean pay gap of 54.69%, and this has decreased by 11.29% over the subsequent three years. Our improved pay gap results are attributable to an increase in female hires. The mean bonus pay gap increase is due to international relocations of female employees in front office positions within the reporting period.

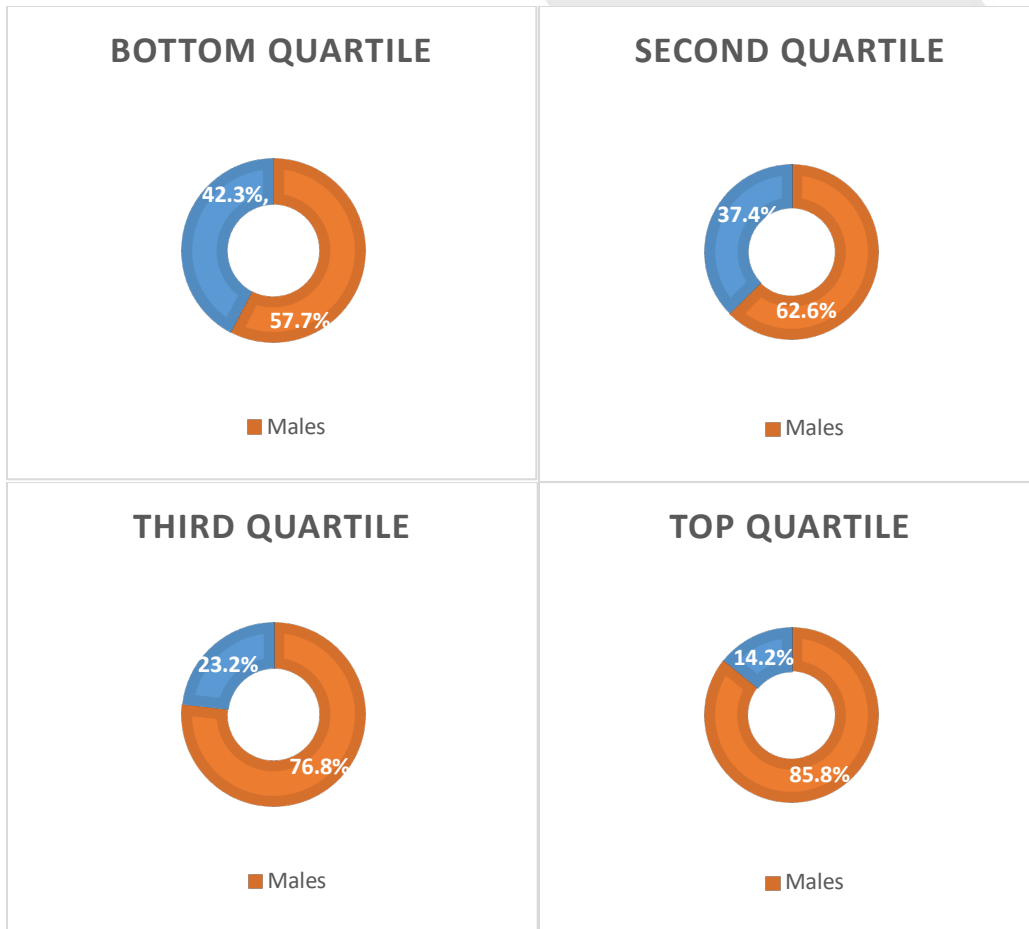
## Proportion of men and women receiving a bonus

	2021	2022
<b>Men</b>	85.51%	80.41%
<b>Women</b>	85.28%	84.07%

In 2022, we saw a decrease in the proportion of both men and women receiving a performance bonus. To be eligible for a performance bonus a new joiner must meet the Company's bonus eligibility criteria.

## 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. Compared to 2021, there has been an increase of females across all pay quartiles, except for the Third Quartile. The decrease is due to several international relocations within the Group and voluntary resignations.



## 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 2022 snapshot.

We confirm that the information reported is accurate.

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