



StoneX[®]



StoneX Financial Ltd
Gender Pay Gap Report

2024/2025 Reporting Year

StoneX Financial Ltd

Gender Pay Gap Report

2024/2025 Reporting Year

Introduction

StoneX Financial Ltd (SFL) is a wholly owned subsidiary of StoneX Group, Inc. (StoneX), a U.S. company listed on the Nasdaq stock market. At StoneX, our strength comes from being connected. Spanning continents and time zones, our people drive innovation, support communities, and deliver with integrity. As leaders in global financial markets, we encourage diverse perspectives to deliver real impact. Our entrepreneurial mindset is encouraged at every level.

At StoneX, we offer a robust compensation package that includes cash compensation consisting of base salaries and annual bonuses, as well as an array of benefits. Our culture is underpinned by our values of integrity, collaboration and continuous learning. With many opportunities for career development at StoneX, we are committed to supporting our employees' ability to contribute to our growing and diverse international organisation.

We are proud of our Fortune 100 recognition and global presence, but it's our people who truly set us apart.

StoneX has adopted a Code of Ethics that applies to the directors, officers, and employees of StoneX and each of its subsidiaries. The Code of Ethics requires honest and ethical conduct from all employees. The Code of Ethics is publicly available on the StoneX Group website at <https://ir.stonex.com/corporate-governance/overview>.

Our Workforce

As of the 5th April 2024, StoneX Financial Limited (SFL) has a total of 777 employees in the UK, with 68% being male and 32% being female. There has been a 2% increase in the number of female employees since the previous year.



68%
No. 525

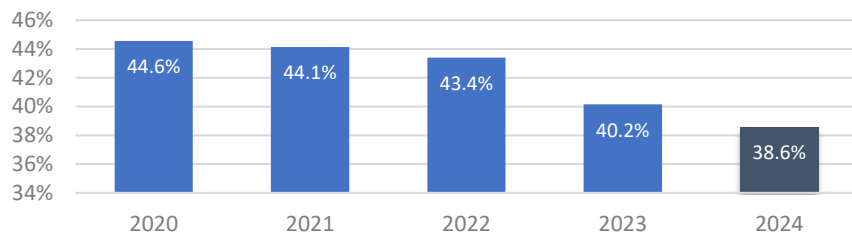
32%
No. 246

Gender Pay Gap

The gender pay gap is the difference between the average hourly pay of all men and women employed by SFL in the UK in the April 2024 pay period.

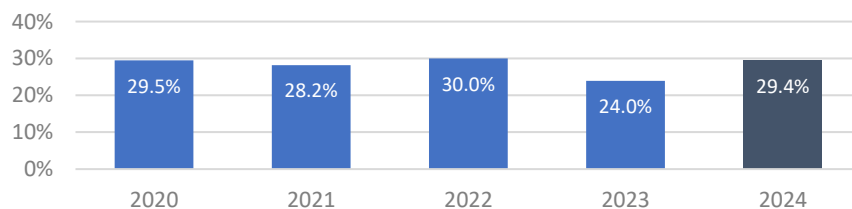
Our average gender pay gap was 38.6%, meaning that the average hourly pay of our female employees in the observed pay period was 38.6% lower than that of our male employees. The 2024 result was a 1.6% decrease in comparison to 2023, and a 6.0% decrease from our first report in 2020. These decreases in general pay gap demonstrate our ongoing efforts and commitment to narrowing the gender pay gap by championing transparent pay practices and implementing a job architecture program globally.

SFL UK Mean Hourly Pay Gap



Our median gender pay gap was 29.4%, meaning that when all our female employees are sorted in increasing order of hourly pay, the hourly pay of the female employees at the mid-point was 29.4% lower than that of male employees. Although this is lower than the mean we are conscious that there is a lower representation of females relative to males at the senior level.

SFL UK Median Hourly Pay Gap



Bonus Pay Gap

The bonus pay gap is the difference between the bonus payments paid to male and female employees in the 12-month period ending on the snapshot date of 5th April 2024. Bonus includes the cash bonus paid out, incentive cash and the vesting value of any deferred awards from prior years.

The decreasing trend in the mean bonus pay gap indicates that bonuses paid to female employees are catching up due to enhanced internal performance review practices. Continued focus is required to ensure bonuses paid to female employees within the middle-earning range are comparable to bonuses paid to male employees in order to reduce the bonus pay gap.

	2020	2021	2022	2023	2024
<i>Mean</i>	60.0%	61.6%	63.3%	61.7%	56.7%
<i>Median</i>	33.0%	46.3%	34.9%	25.1%	35.1%

Proportion Receiving a Bonus

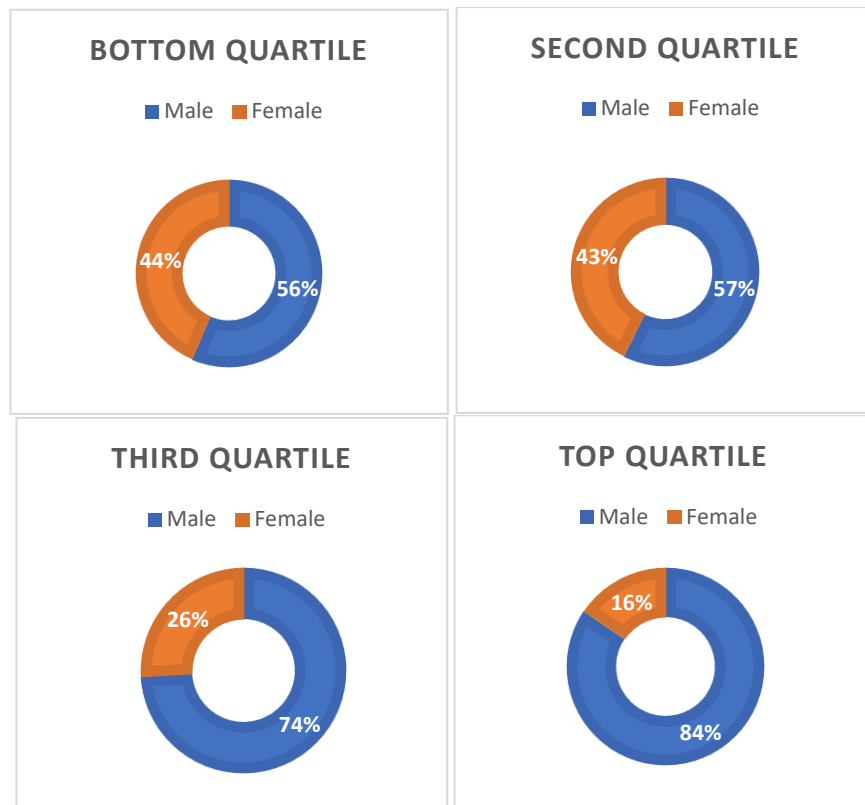
In the 2024 pay period, there was an increase in the number of employees receiving a bonus for both genders, with female employees slightly ahead of male employees by 1.9%.

	2020	2021	2022	2023	2024
<i>Male</i>	81.3%	85.5%	80.4%	82.1%	88.8%
<i>Female</i>	75.3%	85.3%	84.1%	79.4%	90.7%

To be eligible for a performance bonus, an employee must meet their performance objectives to a satisfactory level and any new joiner must meet SFL's bonus eligibility criteria.

Pay Quartile

The charts below show the proportion of male and female employees in each of the four pay quartiles, calculated by ranking pay from highest to lowest and then splitting them into four equally sized groups. Compared to last year, we see a 3.1% and 5.8% increase in females in the bottom and second quartiles, respectively, while the other quartiles remained largely the same.



Reporting Methodology

The gender pay gap is intended to measure the average pay difference between women and men across an organization regardless of role or level. Disclosure of gender pay gap is not intended to identify the presence of unequal pay, but it does illustrate whether there is imbalance in pay for men and women overall in business.

The figures reported herein have been calculated in line with the gender pay gap approach and methodology set out within the statutory guidance cited by the Government Equality Office ([Gender pay gap reporting: guidance for employers - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/guidance/gender-pay-gap-reporting-guidance-for-employers)).

Gender pay gap data provided herein is based on an April 2024 snapshot.

We confirm that the information reported herein is accurate.

SFL is committed to ensuring compensation and reward decisions are fair, equitable and consistent, and we continue to focus on our talent development, retention and initiatives based on an individual's

role and business needs, regardless of gender, race, ethnicity or other demographic.

We are proud of the environment we are creating and the progress we have made over the years, and will continue to enhance transparency on our progress.

Philip Smith
Group Chief Executive
StoneX Financial Ltd.

Nicole Hockney
Head of HR, EMEA
StoneX Financial Ltd.