



StoneX<sup>®</sup>



StoneX Financial Ltd  
Gender Pay Gap Report

2025/2026 Reporting Year

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## 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 enterprise.

We are proud of our Fortune 100 Company recognition and global presences 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 Work Force

As of the 5<sup>th</sup> April 2025, StoneX Financial Limited (SFL) has a total of 750 employees in the UK, with 69% being male and 31% being female. There has been a 1% decrease in the number of female employees since the previous year.



**69%**  
**No. 516**

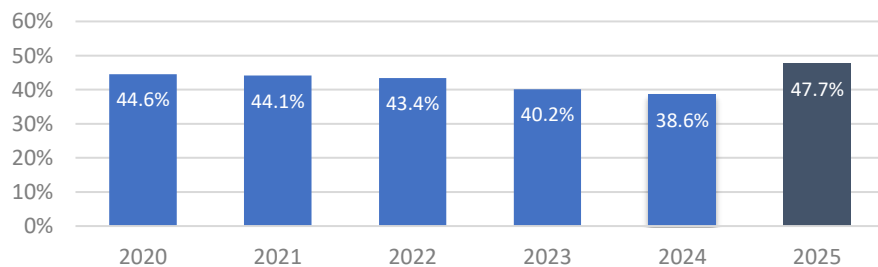
**31%**  
**No. 234**

## 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 2025 pay period.

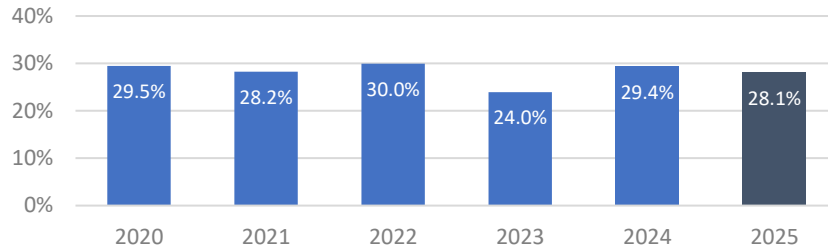
Our average gender pay gap was 47.7%, meaning that the average hourly pay of our female employees in the observed pay period was 47.7% lower than that of our male employees. The 2025 result was a 9.2% increase in comparison to 2024, and a 3.2% increase from our first report in 2020. This increase reflects higher pay among a small number of top earners, driven by promotions and stronger performance outcomes in front office business areas during the reporting year. We remain committed to narrowing the gender pay gap through continued focus on growing female representation in our front office areas and the global implementation of job architecture.

### SFL UK Mean Hourly Pay Gap



Our median gender pay gap was 28.1%, 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 28.1% lower than that of male employees. The stability of the median pay gap suggests that pay outcomes across the wider workforce have remained broadly unchanged.

## 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 2025. Bonus includes the cash bonus paid out, incentive cash and the vesting value of any deferred bonus paid in securities from prior years.

The increase in both the mean and median bonus gap reflects larger bonus awards earned by a small number of senior top earners, driven by promotions and stronger performance outcomes in front office business areas this year. Following the full implementation of the Job Architecture framework, focus will be directed to assessing gender neutral pay practices across similar roles of a similar level.

	2020	2021	2022	2023	2024	2025
<i>Mean</i>	60.0%	61.6%	63.3%	61.7%	56.7%	64.9%
<i>Median</i>	33.0%	46.3%	34.9%	25.1%	35.1%	40.8%

## Proportion Receiving a Bonus

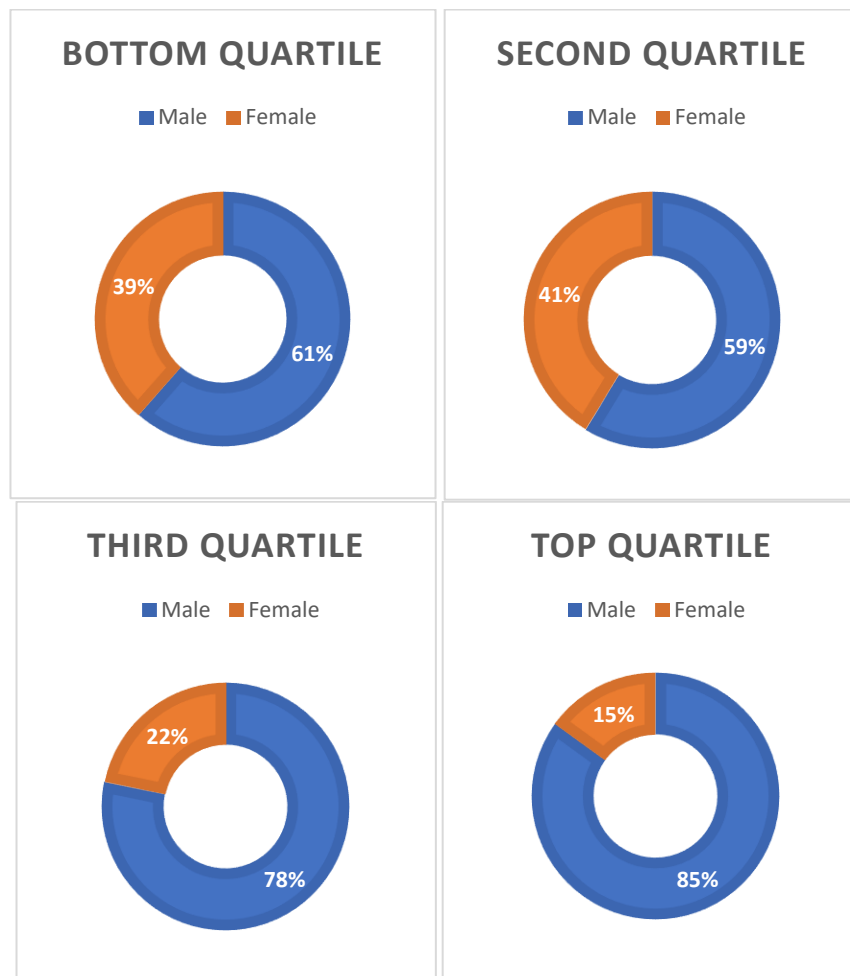
In the 2025 pay period, the proportion of employees receiving a bonus remain broadly consistent with the prior year for both genders, with female employees marginally ahead of male employees by 1.1%.

	2020	2021	2022	2023	2024	2025
<i>Male</i>	81.3%	85.5%	80.4%	82.1%	88.8%	89.5%
<i>Female</i>	75.3%	85.3%	84.1%	79.4%	90.7%	90.6%

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 with last year, the gender distribution across pay quartiles remains broadly stable, with marginal increases in male representation across all quartiles. The movement largely reflects statutory exclusions of female employees on reduced-pay or unpaid leave at the snapshot date from the pay quartile analysis. The top quartile continues to be heavily male-dominated, indicating structural imbalance at senior pay levels, which continues to influence overall gender pay and bonus gap outcomes.



# Reporting Methodology

The gender pay gap measures 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 for equal work, but it highlights 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](http://www.gov.uk))).

Gender pay gap data provided herein is based on an April 2025 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.**