

StoneX Financial Ltd Gender Pay Gap Report

2023/2024 Reporting Year

StoneX[®]



Introduction

At StoneX, we take pride in our adaptable, forward-thinking, and entrepreneurial ethos. We are cognizant of the vital role diversity and inclusion play, not only in the enrichment of our culture but also in the broader societal context.

We believe that StoneX offers a robust compensation package that includes cash compensation consisting of base salaries and annual bonuses, as well as an array of benefits. With many opportunities for career development at StoneX, we are committed to supporting our employees's ability to contribute to our growing and diverse international enterprise.

The Firm's culture of diversity, equality, inclusion and belonging is supported by a number of internal programmes and Employee Resource Groups (ERGs):

- Early In Career programme – sourcing and retaining talent for the future workforce
- Succession Planning for all Senior Management Function positions
- Internal Mentorship opportunities
- Apprenticeship programme
- Strategic Leadership and Management programmes utilising the skills levy
- Partnership with Saracens Foundation
- StoneX Woman's Network - works to provide information, access and education designed to inform both our employee and manager community about propelling women forward and tapping into their fullest potential
- Ability@Stonex - aims to drive campaigns to educate and increase awareness across both our employee and manager community and to identify ways to leverage diversity of thought and cognitive ability to increase inclusion, as well as focus on providing career paths and opportunities for our neurodiverse employees' professional development
- Philanthropy@StoneX - an employee led, self-directed voluntary group that offers opportunities to elevate collaborative generosity, to educate its constituents with proven ideas and solutions, and to boost morale, foster altruism and strengthen personal bonds through engaging in philanthropic endeavour

At StoneX we want our employees to achieve their career, personal and/or family aspirations. In 2023, we reviewed and enhanced our Family Policies inclusive of maternity, paternity, shared parental and adoption leave benefits.

StoneX has adopted a Code of Ethics that applies to its directors, officers and employees of the Group Company 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



70%

No. 504



30%

No. 214

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	
	2022	2023	2022	2023
Mean	43.40%	40.15%	63.32%	61.70%
Median	29.97%	23.96%	34.89%	25.14%

The report highlights a year-to-year decrease in both the mean and median figures for pay and bonus gaps from 2022 to 2023. This decrease resulted from an increase in senior female hires and a focus on our remuneration practices. Note that due to a higher incidence of workplace absences, twice as many females than males were excluded from the employee population on which this analysis was based.

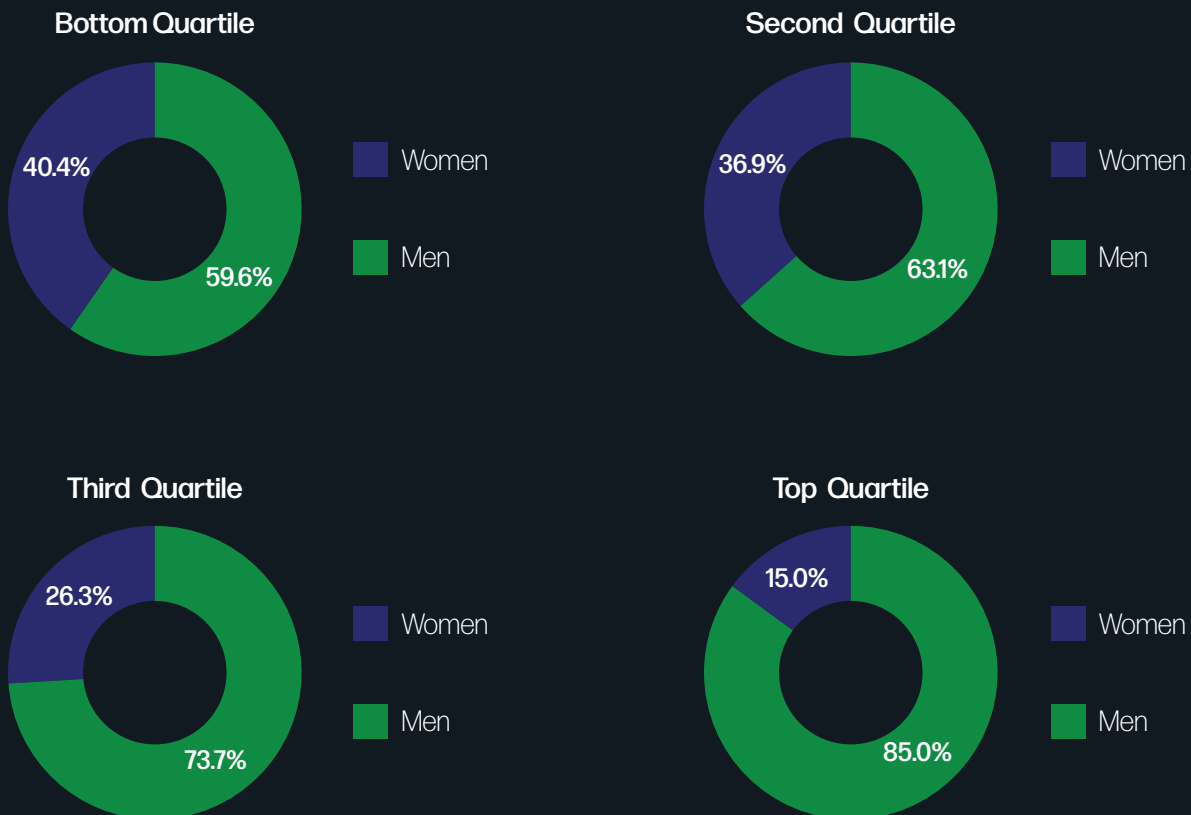
Proportion of men and women receiving a bonus

	2022	2023
Men	80.41%	82.14%
Women	84.07%	79.44%

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, calculated by ranking pay from highest to lowest and then splitting it out into four equally sized groups. Compared to last year, we see a marginal increase in females across the third and top quartiles (an increase of 3% and 1% respectively) aligning with our increased efforts to promote diversity in the workplace especially in senior positions.



Reporting methodology

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)).

Gender pay gap data is based on the April 2023 snapshot.

We confirm that the information reported is accurate.

We are delighted with the progress made over the years, and our guiding principles are straightforward: we conduct our business with integrity and we are dedicated to drawing a diverse pool of talent to fulfill our StoneX vision.

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