

Gender pay gap report.

6 April 2023 to 5 April 2024



We recognise that the strength of our company lies in the diversity of our people, including diversity of thought, background, experience, and identity. We are committed at all levels of leadership to creating an environment where everyone feels valued, respected, and empowered to be their authentic selves.

During this reporting period (6 April 2023 to 5 April 2024), our mean fixed pay gap decreased slightly from 21.6% to 19.0%, and our median fixed pay gap increased from 6% to 10.5%. Our mean bonus gap has decreased from 67.9% to 57.7%, and our median bonus gap has decreased from 26.2% to 3.7%.¹

Our organisation's size means that each senior hire and organisational transformation can significantly affect our reporting, influenced by a low turnover of senior roles and industry-wide competition with a shortage of diverse talent.

As we focus on driving growth, investing in talent, and igniting our culture, preparing the next generation of leaders is imperative to our success. We continue to invest in short- and long-term initiatives and programmes that provide employees with access to resources and opportunities for growth.

In this report, we outline our gender pay results alongside a number of our priorities for attracting, developing, and retaining female talent globally.

Jim London

CEO, SEI Investments (Europe) Ltd.

¹Explanations for mean and median calculations can be found on page 3 of this report.

Identifying our key actions.

We are focused on initiatives that support the retention of women across our workforce, increase their visibility, and foster their career development. The SEI Women's Network, a global, employee-led resource group with a mission to inspire the professional growth of women, supports our corporate commitments.

Some key initiatives include:

Internal mobility

We're committed to making as much of an investment in recruiting from inside our walls as we do from outside our walls, and we continue to focus on previous initiatives to support internal mobility of female talent. Encouraging internal mobility across our organisation, our employees can move around our company, gaining experience, skills, perspective, and knowledge about SEI to help drive their professional growth.

Our Talent Acquisition teams engage managers across the business to identify development opportunities for their teams. SEI Pathways, our portal for internal candidates, assists current employees in career pathing, searching open roles, and identifying new opportunities. SEI Pathways makes job recommendations that match their skill sets and interest areas.

Diversity in recruitment

We focus on enabling diversity of thought and challenging unconscious bias throughout each stage of the recruitment process. We continue our goal of a diverse candidate slates for all roles—particularly with senior hires and continue to use a gender bias decoder tool on all job descriptions and recruitment materials.

Our aim is to create diverse interview panels for all roles. All interviewers are required to complete interview and unconscious bias training, which highlights bias and preference risks in recruitment and inclusion.

To help build a diverse pipeline of talent for the future, we have participated in various programmes, such as GAIN (Girls are Investors), the 10,000 Black Interns Programme, and our Apprenticeship scheme.

Career and leadership development

We believe networking opportunities can play a key role in the development of female employees. Our networking and support programme for senior female leaders connects senior women to our executive global leadership and each other.

In the last 12 months, we have launched the European Women's Development Series, developing women from across our London, Dublin, and Luxembourg offices with a programme that includes training, external speakers, and networking sessions.

The SEI Women's Network runs global events throughout the year to encourage internal promotion, executive support, and the recruitment, retention, and development of female employees. The SEI Women's Network Leadership Summit is an annual, global event with external and internal speakers that culminates in a networking reception for all staff.

Mentoring is available to all employees, and mentees can work with our Human Resources team to help find a suitable match.

Maternity and family friendly policies

We continue to focus on creating an equitable, supportive, and inclusive workplace through improvements to our suite of family friendly policies. These policies include enhanced UK Parental Leave Policies and Back Up Care for all employees. We support all maternity returners through a programme of support provided by SEI's Human Resources and management teams.

Industry support

We recognise that the gender gap is a challenge across the financial services industry and continue to look to support industry initiatives that aim to deliver impactful change by attracting, developing, and retaining talent. In April 2024, we were the proud lead sponsor of the inaugural PIMFA Women's Symposium. We look forward to continuing our support for this event in 2025. In June 2024, we collaborated with an industry consultant to host senior executives and future female leaders from across the wealth management industry for an event focused on the actions that are needed to reduce gender inequality.

Understanding the gender pay gap.

Equal pay vs. gender pay gap

It is important to note that 'gender pay' does not mean 'equal pay'.

Gender pay is the difference in the average hourly pay and bonus between male and female staff at an organisation, i.e., the percentage female employees are paid less than male employees on a mean and median average basis.

The gender pay gap is influenced by the number of men and women within each of the four pay bands (or quartiles) across the organisation.

Equal pay is defined as men and women being paid the same base salary for doing equal work. Equal pay legislation in the UK relates to an employee's role, making it unlawful for an employer to pay individuals differently for performing the same or similar work, or work of equal value. Men and women at SIEL are paid equally for performing the same or similar work and have an equal opportunity to receive bonus payments.

Pay can be influenced by factors including annual performance reviews and length of service.

The difference between mean and median

The mean pay gap is the difference between the average hourly earnings of men and women at an organisation. The median pay gap is the difference between the midpoints in the ranges of hourly earnings between men and women at an organisation. All salaries in the organisation are lined up in order from lowest to highest, and the middle-most salary is identified.

The quartile pay gap is the proportion of females and males in each quartile pay band, based on the gross hourly rate of pay for each relevant full-paid male or female employee. The bonus pay gap is the percentage female employees are paid less than male employees in terms of bonuses on a mean and median average basis.

Mean calculation

Sum of women's hourly rate of pay



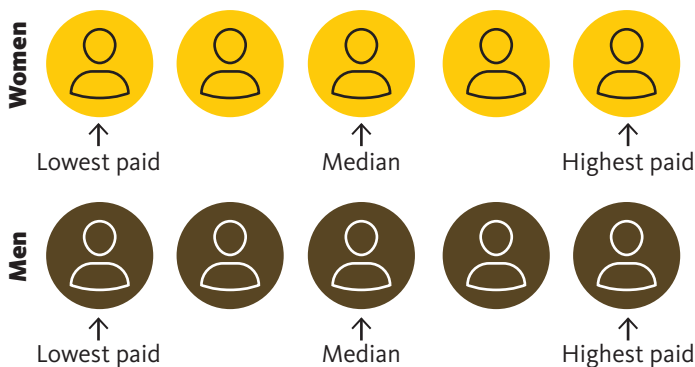
Divided by the total number of women

Sum of men's hourly rate of pay



Divided by the total number of men

Median calculation



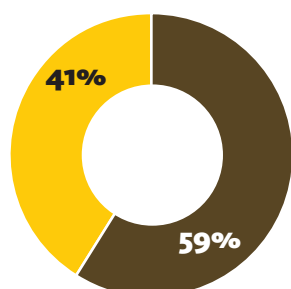
SEI pay and bonus gaps²

The difference in average earnings and bonus payments between men and women.

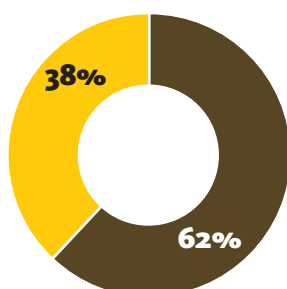
	Mean	Median
Hourly fixed pay	19.0%	10.5%
Bonus paid	57.7%	3.7%

Percentages of male and female employees in each quartile

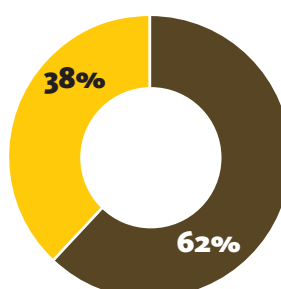
Lower



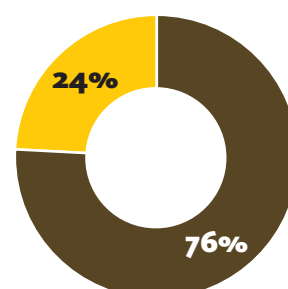
Lower-Middle



Upper-Middle

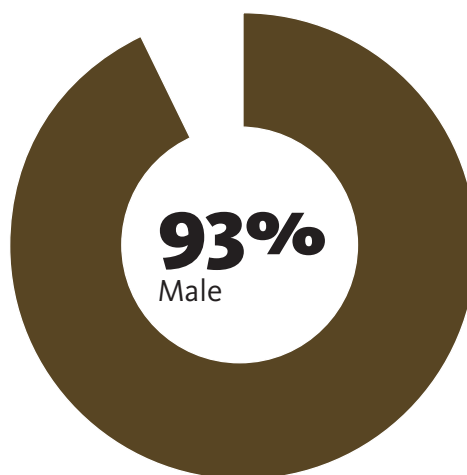
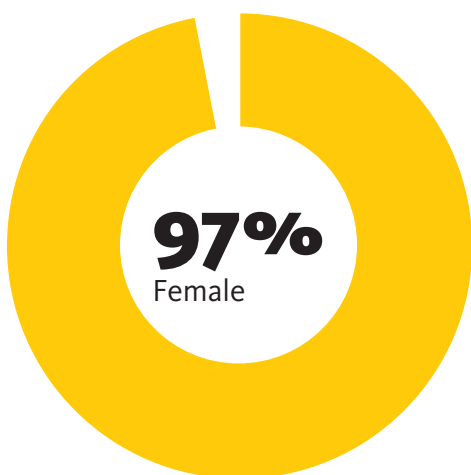


Upper



■ Male
■ Female

The proportion of males and females receiving a bonus payment³



² As at 5 April 2024.

³ All permanent SIEL employees have an incentive or sales bonus opportunity, but numbers may vary due to the time of year an employee joins, which could make them ineligible for that particular performance year.