

Gender pay gap report.

6 April 2024 to 5 April 2025



A diverse and inclusive workforce is essential to SEI's long-term success.

By bringing together people with different perspectives, backgrounds, experiences, and identities, we are better positioned to innovate, grow, and serve our clients. We are committed to building an inclusive culture where every employee feels valued and has the opportunity to contribute and succeed.

During this reporting period (6 April 2024 to 5 April 2025), our mean fixed pay gap decreased slightly from 19% to 18.5%, and our median fixed pay gap increased from 10.5% to 11.6%. Our mean bonus gap has increased from 57.7% to 66.8%, and our median bonus gap has increased from 3.7% to 29.4%.¹

As a growing organisation operating in a highly competitive industry, our gender pay gap continues to be influenced by our overall size, the composition of our workforce, and the impact of individual senior appointments. Low turnover in senior roles, combined with ongoing competition for experienced and diverse talent, means that even small changes can have a noticeable effect on our results year to year.

While progress is not always linear, we are encouraged by areas where we continue to see positive movement and remain focused on addressing the structural factors that influence our gender pay outcomes.

Looking ahead, our focus remains firmly on building a sustainable and inclusive talent pipeline. As we continue to drive growth, invest in our people, and strengthen our culture, developing the next generation of leaders is critical to our long-term success. We are committed to both short- and long-term initiatives that support career progression, expand access to development opportunities, and help us attract, develop, and retain female talent across the organisation.

This report provides transparency on our gender pay gap results and outlines the actions we are taking to support greater gender balance across SEI. We recognise that there is more work to do, and we remain committed to making meaningful and lasting progress.



Jim London

CEO, SEI Investments (Europe) Ltd.

¹ Explanations for the 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 and recruitment 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 slate 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.

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.

The SEI Women's Network runs global events and activities throughout the year to encourage and nurture development, growth and leadership within our community.

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.

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 2025, we were the proud lead sponsor of the PIMFA Women's Symposium. We look forward to continuing our support for this event in 2026.

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.

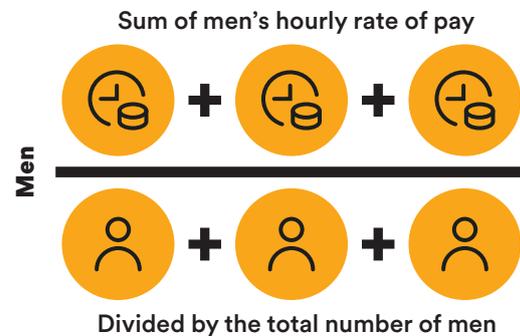
The difference between mean and median

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.

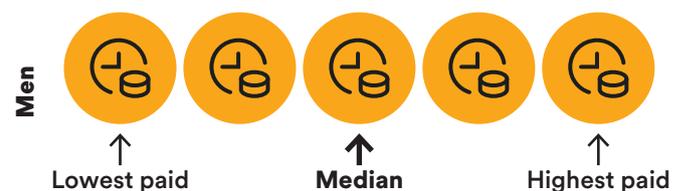
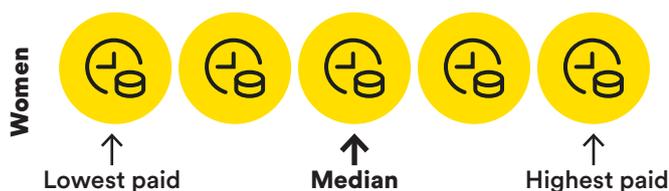
The quartile pay gap is the proportion of females and males in each quartile pay band, based on the gross hourly rate of pay for each relevant full-paid male or female employee. The bonus pay gap is the percentage female employees are paid less than male employees in terms of bonuses on a mean and median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

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

Mean calculation



Median calculation

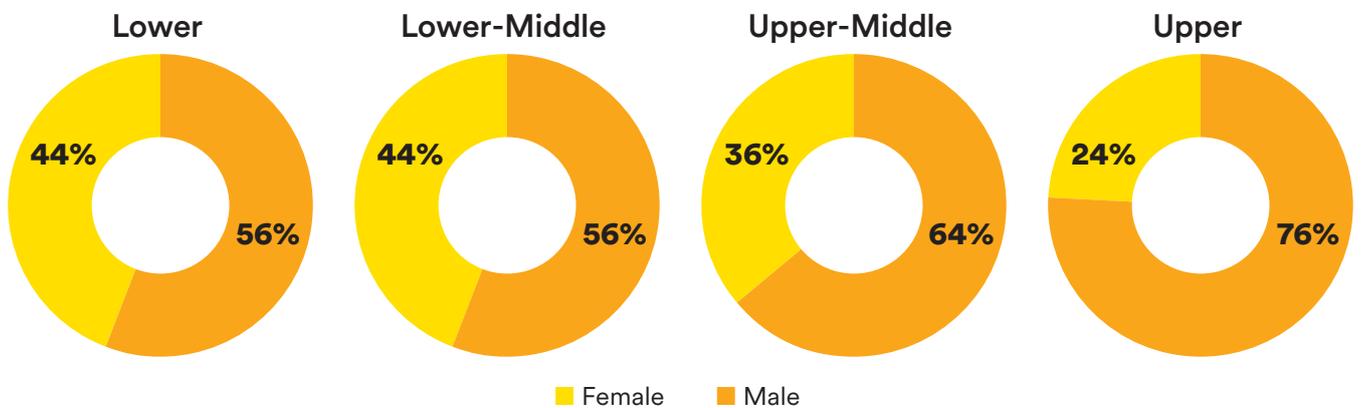


SEI pay and bonus gaps.²

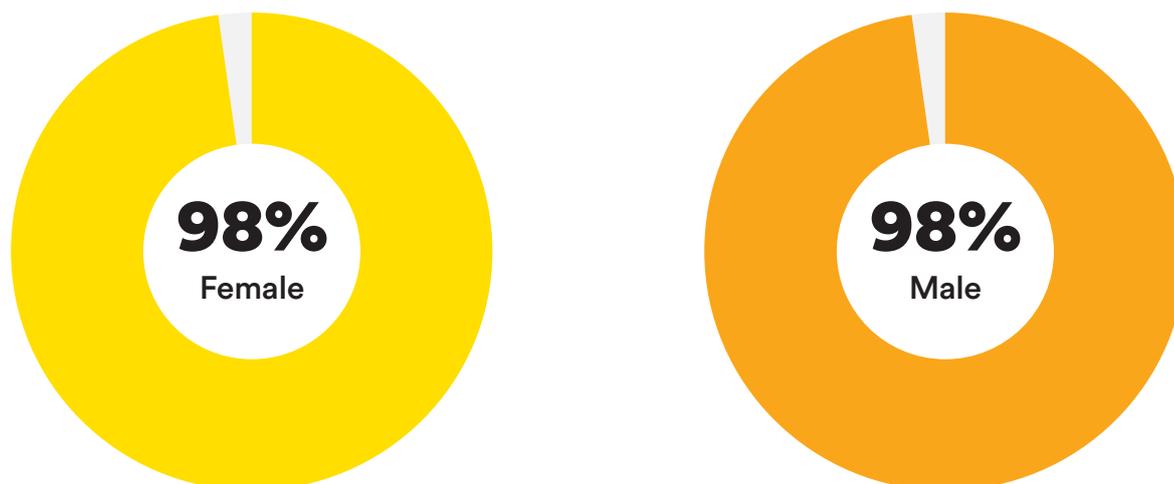
The difference in average earnings and bonus payments between men and women.

	Mean	Median
Hourly fixed pay	18.5%	11.6%
Bonus paid	66.8%	29.4%

Percentages of male and female employees in each quartile



The proportion of males and females receiving a bonus payment



² As at 5 April 2024.

IMPORTANT INFORMATION

This information is provided by SEI Investments (Europe) Ltd (“SEIL”). SIEL is authorized and regulated by the Financial Conduct Authority. Financial Services Register Firm Reference Number (FRN) 191713. Registered office; 1st Floor, Alphabeta, 14-18 Finsbury Square, London EC2A 1BR. Registered in England and Wales – company number 03765319.

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ABOUT SEI

SEI® (NASDAQ:SEIC) is a leading global provider of financial technology, operations, and asset management services within the financial services industry. SEI tailors its solutions and services to help clients more effectively deploy their capital—whether that’s money, time, or talent—so they can better serve their clients and achieve their growth objectives.

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