

Gender Pay Gap

Together.
A better future.

As of April 2025, we had a mean gender pay gap of 27%. Over the last 12 months we have reported a 4% increase overall.

Guided by our Value of **trust** and **respect**, we are committed to maintaining a working environment which people hope to join, feel welcomed and valued, and want to stay with us for the long term. We know that talent is not dictated by race, ethnicity, gender, sex, disability, sexual orientation, age, religion, social class or background.

Gender Pay Gap reporting helps us understand how women and men are represented across our organisation and informs the actions we take to promote equality, it is not a reflection of whether our pay is equal or not for the same or similar work.

Our pay gaps for the 2025 reporting year are based on a data snapshot taken in April 2025.

Difference in hourly pay:

34% Median 27% Mean

On average across the company, women are paid 27% less than men, which is a 4% increase in the gap from last year. Over the last five years the percentage has increased by 1% overall. This Gender Pay Gap is driven by workforce distribution, not unequal pay for equivalent roles. Men are overrepresented in Senior, Adviser, Specialist and other higher paid roles, whilst women are concentrated more in lower pay quartiles.

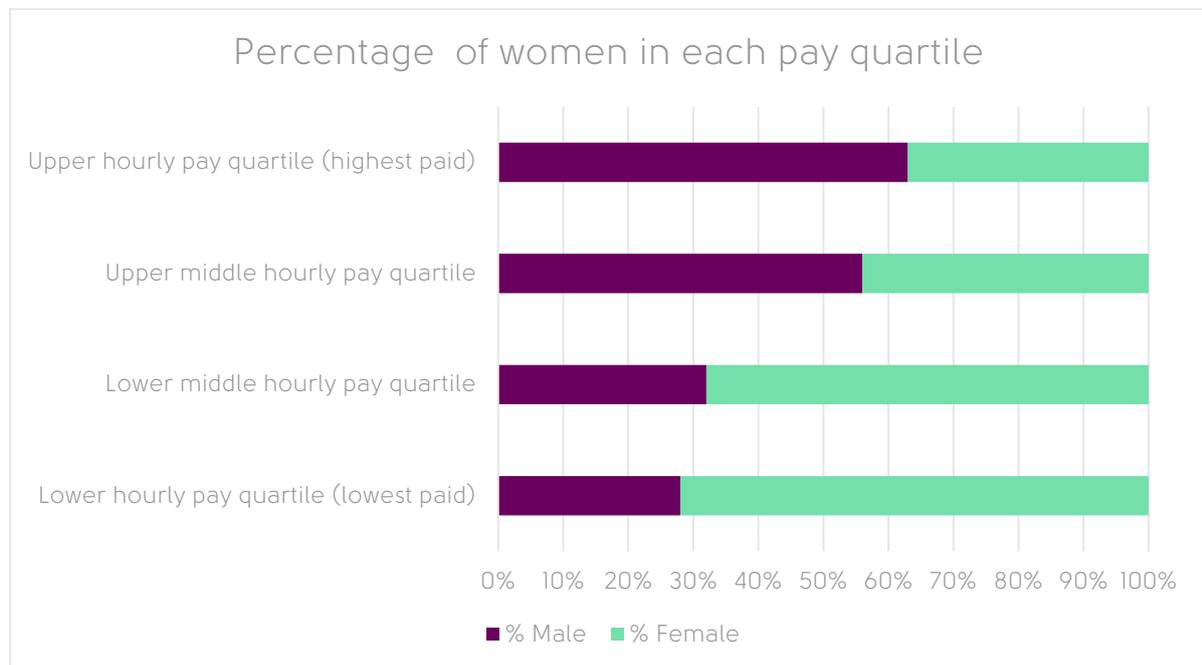
Difference in bonus pay:

26% Median 36% Mean

On average across the company, men received 36% more bonus than women. This is an increase of 4% on last year.

Bonus participation rates are stronger for women with 7% more of our female population receiving bonus compared to men. However, higher bonus values in Senior and Adviser roles, more frequently held by men, contribute to the Gender Bonus Gap.

Gender split by pay quartile



Our Gender Pay Gap is largely driven by:

- under representation of women in senior, Adviser and high paid roles
- a higher number of women employed in lower paid roles
- structural factors that influence progression, including:
 - career breaks and part time working linked to caring responsibilities
 - historical role segregation within parts of the organisation.

2024-2025 initiatives

We are dedicated to creating an environment in which all our employees can thrive and their experience with AFH is positive and welcoming from the point they apply and throughout their time with us.

In the last period we launched various initiatives, complementing our existing offer, that support the attraction and continued employment of women, including:

- embedding Career Maps to give transparency of potential career paths across the organisation
- introducing talent conversations to better understand and develop our talented people, across the business

- embedding expectations to prevent sexual harassment and all types of harassment and bullying within our culture, including launching Values and Behaviours eLearning
- regular pulse engagement surveys inviting all to help us continue to make this a great place to work
- Regular review and benchmarking of salaries and benefits to ensure they remain competitive and fair for all incumbents
- continuing to engage with people affected by the menopause to support them through this period of their lives
- celebrating key events, such as International Women's Day.

What this means for our action plan?

Over the last five years, we are delighted to have proactively taken the initiative to support, benefit, create opportunity for and engage with all our workforce, including those designed to improve equality between genders.

These have been successful and created a positive environment; however, our results suggests that we need to look further at our approach, particularly with reference to the more unique aspects of Financial Services, and how that impacts on the Gender Pay Gap.

We recognise that in Financial Services, reducing the Gender Pay Gap depends on rethinking how senior, regulated and specialist roles are designed and progressed.

We face an additional challenge that our business is growing rapidly, resulting in significant increases in our workforce, particularly at the senior and Adviser levels of the business, exacerbating the existing gender pay gap. We recognise that this may have a negative impact on our future Gender Pay Gap, but we will work hard to mitigate this.

What we're doing to further reduce the Gender Pay Gap

Over the next 12 months (2025-26) we are continuing to focus on reducing the Gender Pay Gap through the initiatives listed below reviewing and promoting Career Maps to give transparency of potential career paths across the organisation:

- embedding talent conversations to better understand and develop our talented people, across the business
- developing and undertaking risk assessments and other measures to prevent sexual harassment and all types of harassment and bullying within our culture
- embedding digital E-learning for our Values and Behaviours, across all our businesses and new starters
- proactive project on how to attract more women into Independent Financial Adviser roles
- review and updating of our Associate Adviser programme to include flexibility in location and length of time to complete
- supporting hiring managers to develop their assessment and selection skills via 'How to...' guides and e-learning
- conduct an equal pay review along with our regular review and benchmarking of salaries and benefits to ensure they remain competitive and fair for all incumbents
- continuing to engage with people affected by the menopause to support them through this period of their lives
- continuing to celebrate key events, such as International Women's Day.