GENDER PAY GAP REPORT 2024

Fisher Investments Europe Limited, trading as Fisher Investments UK ("Fisher UK"), is committed to enabling its employees to build lifelong careers while working to better the investment universe. A key part of turning that vision into reality is paying all team members fairly and equitably.

A Cultural Commitment to Excellence

Fisher UK and the global Fisher group of companies ("Fisher Group") are committed to creating and supporting a workplace culture where all employees can thrive. We're proud of our inclusive culture, which has been recognised by numerous independent organisations globally.

Fisher UK was recognised by Great Place to Work®, a global authority on workplace culture, for being a Best Workplace in the UK every year between 2020 - 2023. Great Place to Work® also recognised Fisher UK as a Best Workplace in UK Financial Services in 2024. Other Fisher Group European entities also earned awards for our culture—with our Irish affiliate named a Best Workplace in 2022 and our Luxembourg affiliate recognised as Great Place to Work Certified™ in 2021 and 2022.

Fisher UK's parent company—Fisher Investments—has been Great Place to Work Certified™ since 2017. Fisher Investments was also recognised by the Top Workplaces organization in 2023 for being a Top Workplace in the USA, a Top Workplace in Financial Services, a Top Workplace for Diversity & Inclusion and received special recognition for "Cultural Excellence for Compensation and Benefits".

We are committed to strengthening our culture, which garners positive recognition from employees and independent organisations globally.

Inside the Data

Fisher UK carried out the calculations below showing the difference between average earnings of employees who identify as men and women in our UK workforce in accordance with the Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Such data is confirmed accurate as of April 2024 and will be published on our website and the applicable government website by 4 April 2025 for three years.

The results were clear: Fisher UK embodied our pledge to provide equal pay for equal work. In every part of our business, employees in the same role, at the same job level, with the same performance, and with the same experience level are paid the same regardless of their gender identity (e.g. male or female).

The gender pay gap shows the difference in average pay of all women and all men, regardless of their role or seniority. That is not about equal pay. Equal pay means women and men receive equal pay for carrying out the same or equivalent role.

The broader Financial Services industry has long suffered from an underrepresentation of women in the workforce. As of April 2024, men made up approximately 67.04% of our UK workforce and a large proportion of our senior leadership and highly-compensated sales personnel. We are working hard to overcome this industry-wide challenge and are determined to outperform our industry peers, by actively seeking to hire and promote more women into senior roles. We are confident our efforts will reflect a higher proportion of women in the workforce and in senior roles in the future.

All permanent employees in the UK are eligible for bonuses or commissions. However, the eligibility waiting period resulted in a ~5% gap between women and men receiving a bonus solely due to the different starting dates of employees. Over 22.22% of the men and over 27.36% of the women at Fisher UK were hired after 1 August 2023 and were ineligible for a bonus in November or December 2023, thus resulting in the short-term discrepancy. Notably, these permanent employees received a bonus in May or July 2024 that retroactively covered a performance period back to their original hire date.

In 2024, women comprised 40% of Fisher UK's Board of Directors. Our women directors serve in high-paying, senior management positions at the Fisher Group level outside the UK, but due to the regulations around data collection, their pay cannot be included in the below calculations.

Mean and median pay and bonus gap		
	Mean (average)	**Median (middle)**
Gender pay gap	36.60%	20.74%
Gender bonus gap	59.56%	35.90%

Proportion of employees who received a bonus	
Women	**Men**
75%	84.75%

Proportion of women and men in each quartile pay band				
	Upper quartile (highest paid)	**Upper middle quartile**	**Lower middle quartile**	**Lower quartile (lowest paid)**
Women	18.18%	32.05%	32.65%	48.86%
Men	81.82%	67.95%	67.35%	51.14%

Commitment to Diversity & Inclusion

Fisher UK is committed to reducing the gender pay gap. We remain determined to improve gender balance across our business, striving to do what others in the Financial Services industry haven't. In addition, we continually seek to increase the representation of women in sales, financial advisory and senior roles.

That goal is central to the Fisher Group's commitment to continue to be an industry Diversity & Inclusion ("D&I") leader where people of all backgrounds, identities, religions and ethnicities can build lifelong careers at our organisation. This commitment is a key priority for Fisher Group senior leadership. In 2024, the Fisher Group continued enhancing our D&I programme with the support of our Head of D&I, D&I Team, and our Human Capital department. 2024 D&I programme progress includes continuing to foster a vibrant community amongst our employee resource groups (ERGs), enhancing our D&I training initiatives for managers and creating new opportunities for employees from all backgrounds to learn about opportunities in sales, financial advisory and senior roles.

We will continue building on the progress we have made improving our gender balance. Over time, we expect a better gender balance and lower gender pay gap—and that is a future we are committed to working towards.

Carrianne Coffey
Chairperson and Director

Ric Bremer
Executive Managing Director