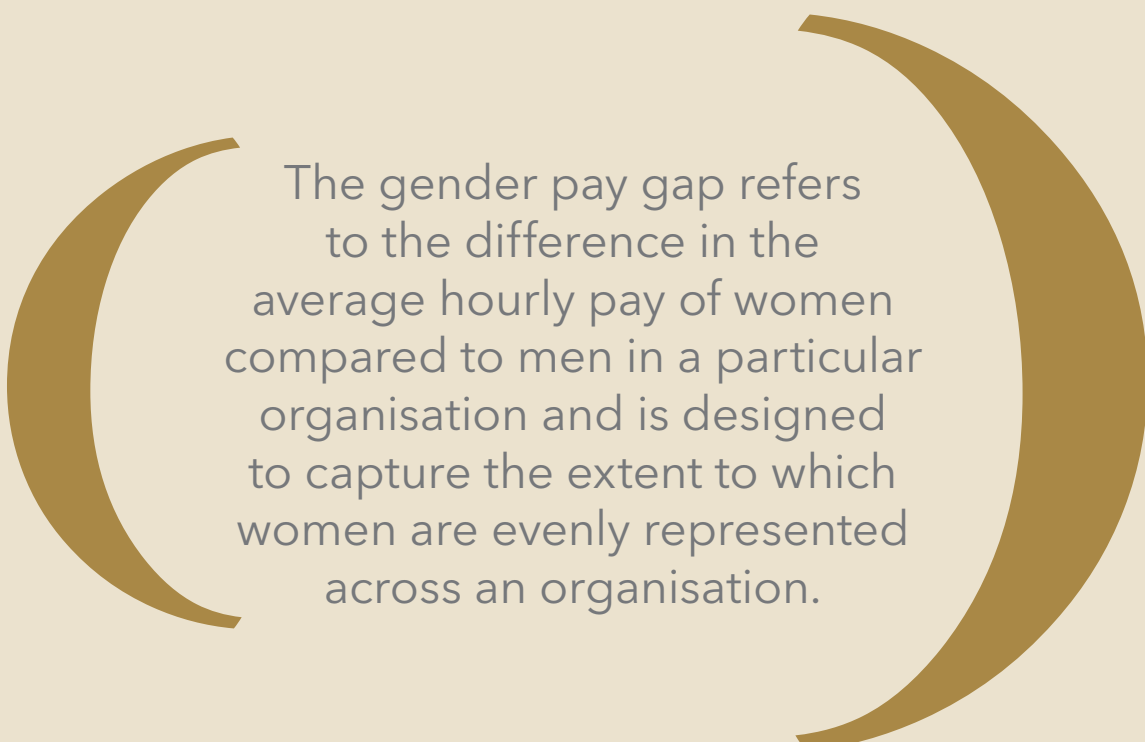


utmost[™]
INTERNATIONAL

UTMOST
INTERNATIONAL
IRELAND
GENDER PAY GAP
REPORT 2023



The gender pay gap refers to the difference in the average hourly pay of women compared to men in a particular organisation and is designed to capture the extent to which women are evenly represented across an organisation.

INTRODUCTION

Utmost International is a leading provider of insurance-based wealth solutions through its Utmost Wealth Solutions business and employee benefits through its Utmost Corporate Solutions business.



KARL MOORE
CHIEF EXECUTIVE
Utmost International Ireland

OVERVIEW

Our people are our most important resource, and it is of paramount importance that current and prospective staff know that this is an organisation which offers equality of opportunity, a place where all staff are valued and treated equitably.

This report is the second Gender Pay Gap Report produced by Utmost International Ireland and shows that the initiatives we have introduced since last year are making an impact on our overall results. The report takes a snapshot of the relevant employee information available on 30 June 2023.

While reading the report, it is important to remember that a gender pay gap does not indicate discrimination or an absence of equal pay for equal value work - it reports a gender representation gap. For example, if women hold more of the lower paid jobs in an organisation than men, the gender pay gap is usually wider.

Completion of a gender pay gap report is important to Utmost International Ireland as it gives us the opportunity to focus on female participation rates and employment gaps between genders within our business. We are committed to ensuring we develop a diverse workforce and inclusive culture for the future of our company.

UTMOST INTERNATIONAL IRELAND AT A GLANCE

We are part of Utmost Group, a leading provider of insurance solutions with over £59bn of assets held on behalf of 510,000 clients as of 30 June 2023.

The following report includes data and information about the Utmost International Ireland business only.

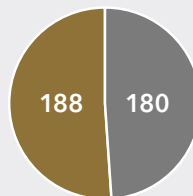
UTMOST INTERNATIONAL IRELAND OVERVIEW

IRELAND

Our Head Office is located in Navan and we have a second office in Dublin

Year business established

1999



Gender split

■ 51% female ■ 49% male



Employees in the
Gender Pay Gap Report

368



UTMOST INTERNATIONAL IRELAND GENDER PAY GAP INFORMATION

Our gender pay gap information at a glance

MEAN GENDER PAY GAP (ALL EMPLOYEES) 11%

The mean gender pay gap is the difference between what is earned on average by women and men based on average gross hourly earnings of all paid employees - not just men and women doing the same job, or with the same experience or working pattern.

MEDIAN GENDER PAY GAP (ALL EMPLOYEES) 4%

The median gender pay gap is the difference between women's median hourly and men's median hourly wage. The median hourly wage is calculated by ranking groups of employees (e.g. into male and female groups) from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

Table 1: The percentage of men and women in the lower, lower-middle, upper-middle and upper quartile pay bands.

	MALES	FEMALES
Quartile 1 Lower	51%	49%
Quartile 2 Lower Middle	42%	58%
Quartile 3 Upper Middle	46%	54%
Quartile 4 Upper	57%	43%

Table 2: The difference between the mean and median hourly pay of all male and female employees and that of male and female employees on part-time contracts and temporary contracts.

	MEAN	MEDIAN
Hourly Remuneration (all)	11%	4%
Hourly Remuneration part-time	N/A	N/A*
Hourly Remuneration temporary	-8%	-9%

Table 3: The percentage of male and female employees who received bonuses and benefit in kind.

	MALES	FEMALES
Received a bonus	87%	93%
Received benefit in kind	58%	71%

Table 4: The difference between the mean and median bonus remuneration of male and female employees.

	MEAN	MEDIAN
Bonus Remuneration	19%	5.5%

* As of June 2023, there are no part time male employees within Utmost International Ireland.

COMMENTARY

Mean Gender Pay Gap - All employees

The Utmost International Ireland mean gender pay gap reduced from 19% in 2022 to 11% in 2023. The mean gender pay gap continues to be driven primarily by the higher number of males in senior leadership roles. Focus remains on promoting from within the company when senior positions become available.

Mean and median Gender Pay Gap - Part-time employees

For the 2023 Gender Pay Gap report, there were no part time permanent male employees in Utmost International Ireland so a comparison is not possible.

Mean Gender Pay Gap - Temporary contractors

The Utmost International Ireland mean gender pay gap for this population reduced from 19% in 2022 to -8% in 2023 (indicating that female employees in this category are paid more than male employees overall).

Mean Bonus Gap

Overall, 87% of males within the remit of this report, were paid a bonus in 2023, up from 83% in 2022. 93% of female employees within the remit of this report were paid a bonus in 2023 compared to 89% in 2022. Our analysis indicates that the mean bonus pay gap continues to be driven by the higher number of males in senior leadership roles.

OUR ONGOING ACTION PLAN

Utmost is committed to developing a workplace environment that promotes diversity and inclusion and creates an open and inclusive culture where everyone feels valued. This year, a significant focus was placed on the following areas:

- › 24% of open roles across the business were filled by internal candidates with 57% of females securing various opportunities, including promotions.
- › The establishment of a pilot job share programme with a focus on attracting talent back into the workplace with two females taking on the roles.
- › A new employee forum was established in the first half of 2023 to create a two-way direct communication channel with Senior Management. The forum is made up of representatives at various levels and maintains an equal gender balance from across the business.
- › Talent Mentoring and Coaching programmes continued to run this year. Both programmes included representation from female employees.
- › Our Together with Wellness programme continues to support the ever-changing needs of our employees with diversity and inclusion remaining a key focus.



OUR 2024 PRIORITIES

Utmost is dedicated to making continued progress in our Equality, Diversity and Inclusion journey. Our 2024 priorities are designed to foster an inclusive workplace, ensuring equal opportunities for all employees. Through these measures, we will strive to create a more diverse and balanced workplace, reflecting our commitment and dedication to progressing gender equality and inclusion.

1

INCREASING FEMALE REPRESENTATION ACROSS ALL LEVELS OF THE WORKFORCE

- › Utmost is committed to increasing female representation at senior management level, through our talent management and succession planning programme. This will enhance female representation at senior level, including at Executive Committee level.
- › Placing a continued focus on 30% gender diversification at the Recruitment and Selection stage. The purpose of this is to promote a diverse workforce while still ensuring the most suitably qualified candidates are selected from a diversified group.
- › Expanding our Mentoring and Coaching programmes to promote equal involvement from female employees.

2

PROMOTION OF THE EQUALITY, DIVERSITY AND INCLUSION AGENDA

- › Internal monitoring and reporting on the gender split breakdown on a quarterly basis to ensure that our Executive Committee hold gender equity at the forefront of their agenda
- › The Sports and Social programme will continue to run a number of activities annually, including cultural initiatives that will help to promote inclusion within the organisation.
- › Regular and targeted communication to our people of related information and progress made throughout the year on our Equality, Diversity and Inclusion initiatives.
- › Continuing to ensure the employee forum includes representatives at various levels and equal gender balance from across the business.
- › Continuation of the annual remuneration processes carried out by the company, to provide due consideration to equal treatment of female reward.

3

POLICIES AND PROCEDURES

- › Utmost is committed to regularly reviewing our policies and procedures, and updating as necessary to ensure they reflect the current legislative and political climate.
- › We will ensure policies and procedures are effectively communicated across the organisation and outline the responsibility held by all employees to promote diversity and inclusion.

4

LEARNING AND DEVELOPMENT

- › We recognise the importance in supporting our staff to learn and develop their capabilities in areas relating to Equality, Diversity and Inclusion in the workplace. As such, we will deliver specific learning opportunities for all leaders and staff to develop their awareness of the Equality, Diversity and Inclusion agenda.

WHAT IF I HAVE MORE QUESTIONS ABOUT THE UTMOST REPORT?

Please contact YourHRTeam@Utmost.ie if you have any questions about the report and findings.