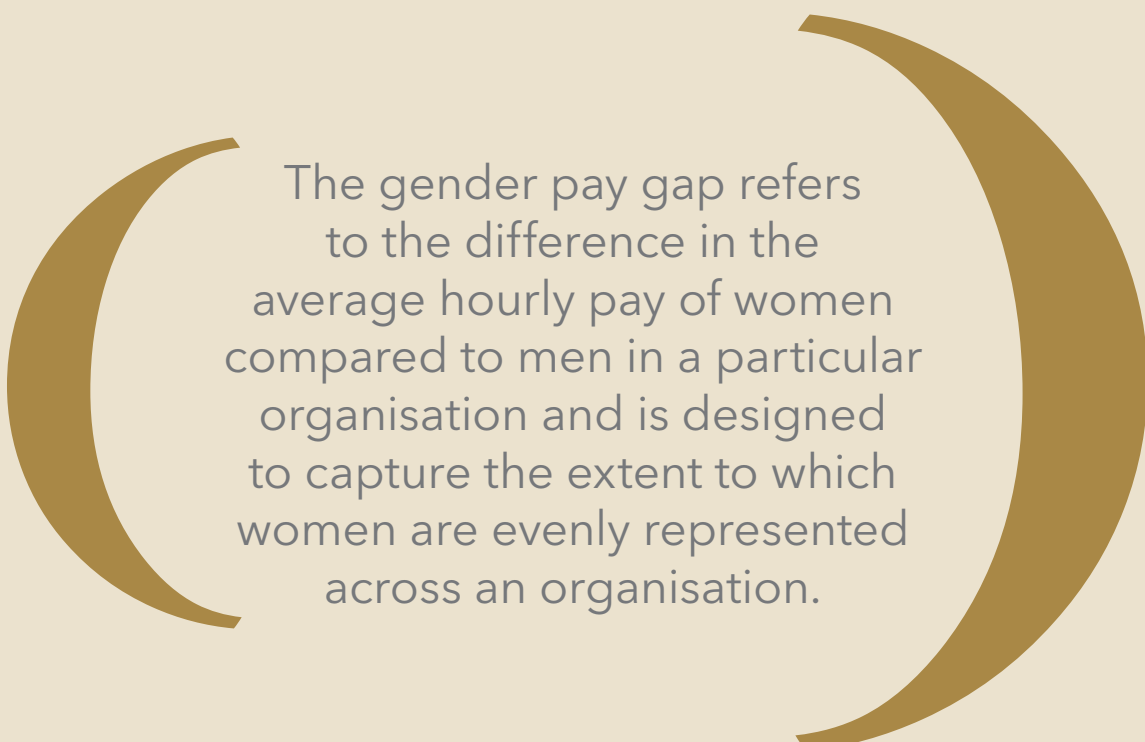


utmost[™]
INTERNATIONAL

UTMOST
INTERNATIONAL
IRELAND
GENDER PAY GAP
REPORT 2024



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.



HENRY O' SULLIVAN
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 third Gender Pay Gap Report produced by Utmost International Ireland. The report takes a snapshot of the relevant employee information available on 30 June 2024.

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 £64bn of assets held on behalf of 475,000 clients as of 30 June 2024.

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

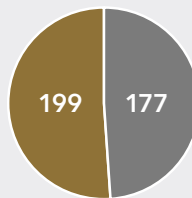
UTMOST INTERNATIONAL IRELAND OVERVIEW

IRELAND

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

Year business established

1999

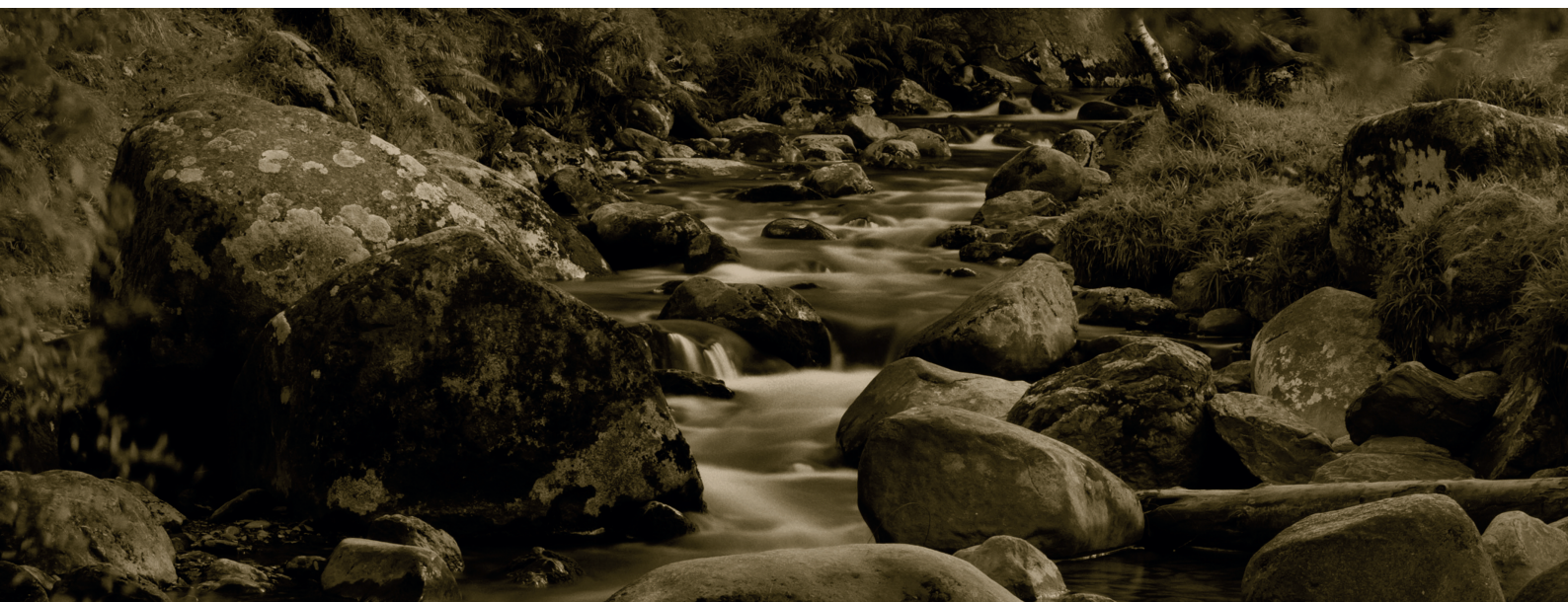


Gender split
■ 53% female ■ 47% male



Employees in the
Gender Pay Gap Report

376



UTMOST INTERNATIONAL IRELAND GENDER PAY GAP INFORMATION

Our gender pay gap information at a glance

MEAN GENDER PAY GAP (ALL EMPLOYEES) 15%

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) 9%

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 | 39% | 61% |
| Quartile 2 Lower Middle | 44% | 56% |
| Quartile 3 Upper Middle | 46% | 54% |
| Quartile 4 Upper | 60% | 40% |

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) | 15% | 9% |
| Hourly Remuneration temporary | -20% | -27% |

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

| | MALES | FEMALES |
|--------------------------|-------|---------|
| Received a bonus | 87% | 88% |
| Received benefit in kind | 59% | 69% |

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

| | MEAN | MEDIAN |
|--------------------|------|--------|
| Bonus Remuneration | 19% | 10.5% |

COMMENTARY

Mean Gender Pay Gap - All employees

The Utmost mean gender pay gap in 2024 is 15%. This is an increase from the 2023 gender pay gap of 11%, but a decrease from 2022 of 19%. This demonstrates that the mean gender pay gap is not a linear figure and it is important to note that these fluctuations in percentages are anticipated and may be attributed to relatively nominal movements within genders and roles.

The mean gender pay gap continues to be driven primarily by the higher number of males in senior leadership roles as well as in areas such as IT and Actuarial. Our focus remains on promoting from within the company when senior positions become available.

Mean and median Gender Pay Gap - Part-time employees

For 2024, there were 12 part-time females and no part-time males.

Mean Gender Pay Gap - Temporary contractors

The Utmost International Ireland mean gender pay gap for this population in 2024 is -20% (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 2024, the same figure as in 2023. 88% of female employees within the remit of this report were paid a bonus in 2024, compared to 93% in 2023. 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

Our ongoing aim is to empower our people by continuously encouraging an open and inclusive culture that promotes gender representation and positive contribution to our gender pay gap. In 2024, the following initiatives were delivered:

| KEY AREAS OF FOCUS | ACHIEVEMENTS IN 2024 |
|----------------------------------|--|
| RECRUITMENT AND PROGRESSION | <ul style="list-style-type: none"> › Senior female appointments at Board and Senior Management level. › A significant number of open roles across the business were filled by female internal candidates. The positions secured varied from Senior Operation Administrator to Risk Analyst. › There were a number of promotions across the business this year, with various opportunities being secured by female colleagues. Opportunities such as this will help females to further expand their skillset. › Successful rollout of a job share programme which focused on attracting female talent back into the workplace. › Flexible working arrangements continued to be supported this year and were positively recognised by staff through company engagement initiatives. This has helped retain our existing talent along with assisting the company to extend the search for future talent from a geographical perspective. |
| EXTERNAL COMMITMENTS | <ul style="list-style-type: none"> › Signatory of the Ireland's Women in Finance Charter, committing to increasing gender balance at Management and Leadership level. |
| WELLBEING | <ul style="list-style-type: none"> › With a continued drive on integrating wellbeing across the employee lifecycle, Wellbeing Ambassadors were introduced to drive some of these initiatives. |
| TALENT MANAGEMENT | <ul style="list-style-type: none"> › Talent development continues to be a key priority and through the participation in the IMI / IDA Future Leaders Programme - 50/50 gender representation. › Utmost Internal Groupwide Mentoring Scheme 2024 has significant representation (over 75%) of female employees - both as mentor and mentee. |
| ENGAGEMENT AND COMMUNICATION | <ul style="list-style-type: none"> › With the introduction of a new monthly "Let's Talk" series as part of our wellness programmes, these offer employees' regular sessions on diverse wellness topics. The sessions provide valuable information and create a platform for open discussions on health and wellness issues. |
| FAMILY FRIENDLY PEOPLE PRACTICES | <ul style="list-style-type: none"> › With the roll out of a Menopause Awareness Guide we want to tackle the stigma around menopause, and we want employees to feel that whilst their experiences might be unique, they are not alone, and they will be supported. |
| MONITORING AND REPORTING | <ul style="list-style-type: none"> › Quarterly reporting to senior management on salary levels for male and female employees. This ongoing monitoring and reporting ensures that Utmost keep Gender Pay Gap related movements and initiatives on the agenda throughout the year and enables changes and fluctuations to be understood and considered on an ongoing basis. |



OUR 2025 PRIORITIES

We have made solid efforts in reducing the Gender Pay Gap, but likewise recognise that our journey for further change needs to continue. Our ongoing priorities will continue for 2025, with further enhancement. Through these measures, we will strive to create a more diverse and balanced workplace, reflecting our commitment and dedication to progressing gender equality and placing a continued focus on gender diversity in our recruitment process.

1

INCREASING FEMALE REPRESENTATION ACROSS ALL LEVELS OF THE WORKFORCE

- › Utmost is committed to continuing to increase female representation at senior management level, through our talent management and succession planning programme. This will further enhance female representation at senior level, including at Executive Committee level.
- › Placing a continued focus on gender diversity in our recruitment process, we aim for diverse long and short lists at each stage of the process and use gender neutral language in job descriptions.
- › Expanding our Talent Development 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 will continue on a quarterly basis to ensure that our Executive Committee hold gender equity at the forefront of their agenda.
- › A supportive Parenting programme will feature as one of the key elements of our Wellness initiative. The programme will focus on supporting people at various levels of their career with the aim of retaining talent in the workplace.
- › Mental Health First Aiders - with an increased emphasis on mental health, the first Mental Health First Aider training programme was held in 2024 and was positively received in raising awareness of mental health issues and how to manage these in a professional work environment.
- › Regular and targeted communication to our people of related information and progress made throughout the year on our Equality, Diversity and Inclusion initiatives.
- › 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.

4

LEARNING AND DEVELOPMENT

- › Through the launch of a new learning platform, we are looking to create a more engaging, personalised and flexible Diversity and Inclusion library for all employees.
- › 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.
- › We aim to improve our Recruitment practices by ensuring all hiring managers understand unconscious bias and how it may impact our talent pool.

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.