

Gender pay report/publication

We believe that a diverse and inclusive workforce that has equal opportunity and earning ability is a powerful driver for business success. This covers many areas, including gender, which is a key focus area for us.

We understand that gender pay gaps are partly caused by there being too few women in senior positions, and this is something we are continuing to work to address globally at Computershare. This year we continue to report a gender pay gap across our UK employee base and whilst this is not an issue that will change overnight, we are committed to changing this and have internal targets in place to help drive this. In addition, we are making changes in a number of different areas to make it easier for more women to progress into higher paying roles.

We have a policy of promoting on merit and ability, regardless of background. Our global Diversity and Inclusion policy reflects this, and we have a long-term strategy of internal changes to address the pay gap.

Progress so far against our internal targets

Since the last reporting period, we have appointed a Global Diversity and Inclusion Manager to support our diversity and inclusion initiatives and help to ensure the success of our D&I strategy. We have continued to drive our strategy with regular communications to all employees as part of an agreed calendar of initiatives and we have once again provided diversity training, including unconscious bias awareness to all employees.

In the last year, we have also reviewed, revised and promoted our diversity and inclusion policy, as well as continued to embed our Being Purple ways of working, with a focus on the 'working well together' aspect in our training and internal communications.

Following the success of our internal professional networking and resource group, Women4Women, we are continuing to expand the network across the EMEA region. This year the group has hosted a series of internal webinars and virtual discussion groups covering a range of topics from working through COVID-19 to personal development, unconscious bias and challenging the status quo. We continue to make sure that every role is advertised internally and that there are no internal barriers to people applying for roles. On top of this, our hiring managers receive training and guidance in recruitment practices, including being aware of unconscious bias.

We have made workplace learning and development available for all line managers and have offered in-depth leadership development courses in how to manage and coach their teams effectively, as well as providing regular communications around our expectations on good management practice. We have been running self-nominated talent and mentoring programmes to support our talented people to develop their careers.

We have introduced more flexible working options and rolled out new technology to better support this; as a result, we have seen an increase in formalised flexible working arrangements. In March 2021, alongside International Women's Day, we celebrated gender diversity by holding a variety of virtual events and published resources to support female inclusion in the workplace.

What are we planning to do next?

We will review our data and targets on a continuous basis to ensure we are working toward gender balance; continue to evaluate employee opinion of Computershare's progress towards greater diversity and inclusion, with the aim of increased scores in our annual employee survey. The ratings from our

2020 employee survey indicate we are focussing our efforts on the right initiatives and are making a difference:

Question	2020 Average	2019 Average
Computershare is progressing towards greater diversity and inclusion	7.58	7.16
Computershare offers everyone an equal opportunity to progress	6.94	6.42
Computershare respects individuals and values their differences	7.86	7.33
People are made to feel included and value within my workplace at Computershare	7.35	6.59

Our combined business results for England, Scotland and Wales

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	25%
The difference in median pay of men and women, expressed as a percentage	22%
The difference in mean bonus pay, expressed as a percentage	63%
The difference in median bonus pay, expressed as a percentage	31%
The proportion of men and women who received bonus pay	Women 81% Men 72%
The number of men and women in each four quartile bands	See below**

Quartile 1		Quartile 2		Quartile 3		Quartile 4	
Female	Male	Female	Male	Female	Male	Female	Male

Computershare Investor Services results

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	26%
The difference in median pay of men and women, expressed as a percentage	24%
The difference in mean bonus pay, expressed as a percentage	67%
The difference in median bonus pay, expressed as a percentage	38%
The proportion of men and women who received bonus pay	Women 76% Men 74%
The number of men and women in each four quartile bands	See below**

Quartile 1		Quartile 2		Quartile 3		Quartile 4	
Female	Male	Female	Male	Female	Male	Female	Male
38%	62%	53%	47%	59%	41%	65%	35%

Computershare Loan Services (CMS) results

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	21%
The difference in median pay of men and women, expressed as a percentage	14%
The difference in mean bonus pay, expressed as a percentage	45%
The difference in median bonus pay, expressed as a percentage	22%
The proportion of men and women who received bonus pay	Women 90% Men 88%
The number of men and women in each four quartile bands	See below**

Quartile 1		Quartile 2		Quartile 3		Quartile 4	
Female	Male	Female	Male	Female	Male	Female	Male
46%	54%	61%	39%	71%	29%	68%	32%

Computershare Loan Services (HML) results

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	32%
The difference in median pay of men and women, expressed as a percentage	19%
The difference in mean bonus pay, expressed as a percentage	72%
The difference in median bonus pay, expressed as a percentage	31%
The proportion of men and women who received bonus pay	Women 86% Men 80%
The number of men and women in each four quartile bands	See below**

Quartile 1		Quartile 2		Quartile 3		Quartile 4	
Female	Male	Female	Male	Female	Male	Female	Male
44%	56%	56%	44%	69%	31%	58%	42%

Computershare Technology UK Limited results

Measure	Result
The difference in mean pay of men and women, expressed as a percentage	3%
The difference in median pay of men and women, expressed as a percentage	-9%
The difference in mean bonus pay, expressed as a percentage	50%
The difference in median bonus pay, expressed as a percentage	25%
The proportion of men and women who received bonus pay	Women 49% Men 44%
The number of men and women in each four quartile bands	See below**

Quartile 1		Quartile 2		Quartile 3		Quartile 4	
Female	Male	Female	Male	Female	Male	Female	Male
17%	83%	28%	72%	20%	80%	13%	87%

****Quartile 1 represents the top quartile and therefore the highest salaries, quartile 2 represents the upper middle quartile, quartile 3 the lower middle quartile and quartile 4 the lowest quartile and the lowest salaries.**