

PEI Group 2024 Gender Pay Gap Report

PEI Group is a subscriber-focused business intelligence company. With our multi-talented global team of over 450 people, spread across EMEA, USA & Asia, our purpose is to inform and connect investment professionals across global, specialised markets. We identify specific high growth, high value investment sectors and themes where deep insight, strong market relationships and active capital flows are critical for success.

PEI Group provides industry-leading journalism, data, and market insight to subscribing clients via a wide portfolio of specialist brands supported by our robust and scalable digital publishing, analytics, and database platform. We also track the firms and individuals who shape markets and bring client-communities together to enable knowledge sharing, profile building and relationship development through professional networks and events. Wherever our markets are active – in New York, Los Angeles, Tokyo, Sydney, Hong Kong, London and elsewhere – PEI is hard at work examining crucial market forces and shifting investment themes, identifying active investors and their capital allocations, and scanning ahead for regulatory changes, new compliance requirements and other risk factors.

At PEI, everyone is paid fairly for the role they have in their team and their performance in that role. No other factors affect an employee’s remuneration. PEI is an Equal Pay employer – male and female staff performing equal work, receive equal pay.

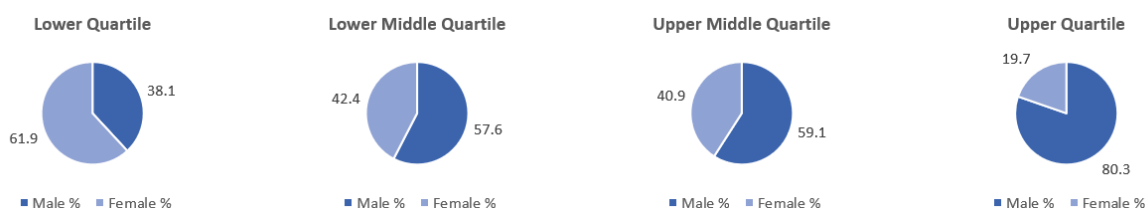
PEI has a Gender Pay Gap (see below). The figures reflect higher salaries earned by members of the predominantly male leadership team, as well as commission and bonuses earned by the sales and leadership teams, where there is a larger proportion of men in PEI’s workforce.

All these elements of salary, commission and bonuses are included in the relevant calculations presented in this report.

The figures in this report are based on the snapshot date 5th April 2024.

Hourly Pay Quartiles

The charts below illustrate the gender distribution across four equally sized quartiles.



Gender Hourly Pay Gap

	Hourly pay difference between men and women		
	Mean	Median	
Hourly Pay	47.20%	27.06%	Mean hourly pay is 47.20% lower for women than men. Female median hourly pay is 27.06% lower than that of men.

Bonus Pay Gap

Proportion of Women and Men Paid a Bonus

Men	Women	
63.92%	41.38%	This shows a 22.54% difference between the number of men and the number of women being paid a bonus.

Gender Bonus Gap

Bonus difference between men and women			
	Mean	Median	
Bonus Pay	53.72%	48.64%	Mean bonus pay is 53.72% lower for women than men. Female median bonus pay is 48.64% lower than that of men.

2024 is the first year that PEI has reported on our gender pay gap. We are deeply committed as an organisation to diversity, inclusion, and equal pay. We intend to improve gender equality in our organisation by:

- Conducting regular equal pay audits;
- Investing in initiatives to improve senior female representation, including our commitment to our Women’s Network, mentorship opportunities, fair and equitable hiring processes, and encouragement of internal upwards mobility.

I confirm that the data reported above is accurate.

Sophia Hutchings

HR Director – PEI Group