

Neuberger Berman Europe Limited UK

Gender Pay Gap Report 2024



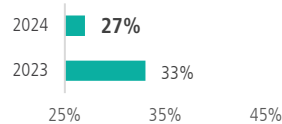
Matt Malloy,
Head of EMEA

"Neuberger Berman Europe Limited UK is pleased to publish our second gender pay gap report. We have made progress across many of the measures in the report, leading to a reduction in our pay gap. Specifically, we have seen a six-percentage point reduction in the median hourly pay gap and a four-percentage point reduction in the median bonus pay gap. When comparing equivalent roles, we remain confident that no gender pay gap exists. In this report, we have outlined our plans to further reduce this gap, and I look forward to sharing our future progress."

Hourly Pay Gap

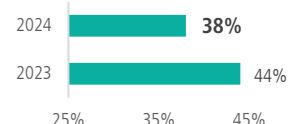
The difference between the median and mean hourly pay for all male employees and the median and mean hourly pay for all female employees regardless of role. Hourly pay includes only those employees paid a bonus (2024 hires and late 2023 hires that did not receive a bonus are excluded). Part-time employees are included, while expats and those employees that took leave from 5 April 2024 are excluded.

Median Hourly Pay



Men's median hourly pay is 27% more than women's

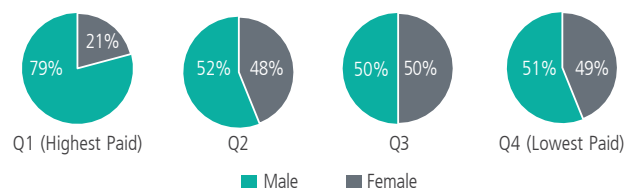
Mean Hourly Pay



Men's mean hourly pay is 38% more than women's

Quartile Ranking

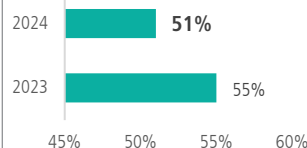
This is calculated from a ranked list of hourly pay for all employees. The list is divided into four equal groups (i.e. quartiles) and the percentage of men and women in each quartile is shown.



Bonus Pay Gap Figures

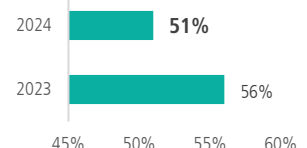
The difference between the median and mean bonus pay for all male employees and the median and mean bonus pay for all female employees regardless of role. All part-time employees are included. Expat employees are excluded. Any 2024 hires and late 2023 hires that did not receive a bonus are excluded.

Median Bonus Pay



Men's median bonus pay is 51% more than women's

Mean Bonus Pay



Men's mean bonus pay is 51% more than women's

Our Diversity & Inclusion Commitment

We believe that diversity of all kinds—backgrounds, working styles, education and experiences, as well as gender, race and sexual orientation—provides us with broader perspectives and results in stronger decision making, richer dialogue and improved outcomes for our clients. In pursuit of diversity, our programmes and initiatives are designed to help us continue to attract, develop and retain the very best female talent. With our commitment to realising a more balanced gender representation across our UK operations, we expect our UK gender pay gap will continue to improve over time.

Highlights of our regional efforts include:

Training. We have conducted manager training in the region with a specific focus on the recruitment and progression of diverse candidates. In 2024, we introduced 'Advocating for Yourself', which is designed to help support women in the workplace by understanding feedback, driving accountability, and influencing effectively.

Recruitment. We are dedicated to reaching a diverse pool of candidates in our recruiting efforts. Aligned with this commitment, we collaborate with external agencies and talent recruiters that uphold diversity and inclusion principles to proactively identify and recruit female talent for positions in the UK, thereby enriching our diverse candidate pool. Furthermore, we are in the process of cultivating a pipeline of highly qualified female candidates for senior UK positions. Concurrently, we place a significant emphasis on the progression, mobility, retention and professional development of our existing female employees in this region.

Family-Friendly Policies. Thoughtful employee feedback has been instrumental in strengthening our benefits to further support women and working parents. In 2024, we were pleased to increase our Enhanced Maternity Pay and Enhanced Adoption pay to 26 weeks' salary (up from 18) for our employees in London.

Employee Resource Groups. Established in 2014, the NB Women's Forum is one of the firm's eight Employee Resource Groups (ERGs), providing an opportunity for networking, mentoring and professional development both in our UK office and across the firm. In addition, our NB Parents ERG offers a broad set of resources, support and social networking opportunities on topics relating to family and all stages of parenthood.

Partnerships. Several leading external partners help us to foster a more diverse and inclusive workforce, including with a focus on increasing early-career female talent in the UK. Key partners include Girls Are INvestors (GAIN), The Diversity Project, LGBT Great, Investment 20/20, #10000 Black Interns and #10000 Able Interns.

EMEALA D&I Committee. This committee, with representation across the region, focuses on creating an inclusive and diverse environment for all employees. Some of the Committee's initiatives have included creating additional ERGs across EMEA, launching the social mobility survey to better understand the demographics of our population, and executing various firm events to promote different ways of thinking.

Insights Day. In 2022, we launched the NB Insights Day, a social mobility initiative which aims to provide students from under-represented backgrounds with an informative glimpse into the asset management world. We continue to run this successful event annually.

Employee Resource Groups



Neuberger Berman
VETERANS GROUP



Diversity & Inclusion Partners

