PIMCO

UK Gender Pay Gap Report 2025

At PIMCO, we are committed to paying employees fairly based on the quality of their performance. Employee compensation is assessed across individual, team, and firm-wide contributions. PIMCO participates in annual compensation benchmark surveys and engages various consultancies to ensure pay practices are within market levels and are examined for any gender-based disparities. Compensation across similar positions is comparable regardless of gender. We address and approach inclusion and diversity across the employee lifecycle, ensuring that we have inclusive policies particularly around pay equity and benefits, and by continually implementing process enhancements to mitigate unconscious bias across talent decisions.

The following data should not be misinterpreted as inequality of pay. The methodology of the Gender Pay Gap report does not provide for firms to measure pay across roles on a like-for-like basis. The numbers published in this document provide a broad overview of pay linked to the gender compositions of business groups within the UK office (PGA Global Services LLC (UK branch)) but does not allow for inferences regarding fair and equal pay.

GENDER PAY GAP AND EQUAL PAY AT PIMCO

Our approach to pay and incentives is gender neutral and we are confident that the gender pay gap is not a result of equal pay issues.

At PIMCO, employees are compensated based on their role and performance. Similar roles receive similar pay, regardless of gender. Given the fact that there are fewer women than men in the broader asset management industry, it is harder to hire women into senior positions. Therefore, PIMCO's long-term strategy is to increase the size of the candidate pool while also focusing on retention strategies such as mentorship, training and career development, thereby progressing this pipeline of talent into senior roles over time.

"We believe that great ideas and innovative solutions for our clients emerge when teams look at opportunities from every angle. This has been core to our client service approach and investment process for 55+ years, and we are confident that it will support our success going forward. Our focus is anchored in building purposeful connections that support stronger business outcomes and amplify our impact."
Christian Stracke, President and Head of PIMCO EMEA And APAC

PIMCO'S UK GENDER PAY GAP 2025 (PGA Global Services LLC (UK branch) data as at 5 April 2025)

Gender Pay Gap - Hourly Pay

MEAN
*The **mean pay gap** shown is the percentage difference between the average hourly pay of men and women, expressed as a percentage of men's earnings.*

46% **2025**

MEDIAN
*The **median pay gap** is the difference between the midpoints in the ranges of hourly pay of men and women, expressed as a percentage of men's earnings.*

31% **2025**

Gender Bonus Gap - Bonus Payment

MEAN
*The **mean bonus gap** shown is the percentage difference between the average bonus paid to men and women, expressed as a percentage of men's earnings.*

70% **2025**

MEDIAN
*The **median bonus gap** is the difference between the midpoints in the ranges of bonuses paid to men and women, expressed as a percentage of men's earnings.*

43% **2025**

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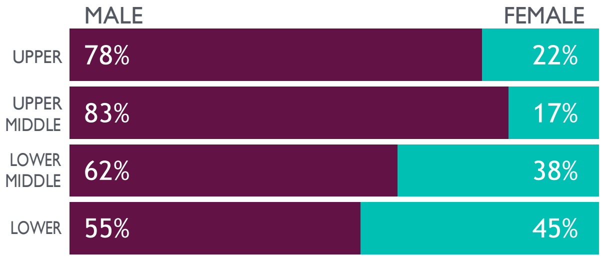
Proportion of Males and Females in each Pay Quartile

The proportion of males and females in each of the four quartile pay bands based on hourly rate of pay.



Proportion of employees receiving a Bonus Payment

Percentage of men and women who received a bonus payment during the year to 5 April 2025.

MALE

95%

FEMALE

94%

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INCLUSION AND DIVERSITY AT PIMCO

PIMCO's success is rooted in our commitment to diverse perspectives. We prioritize investing in connection because we know that it's key to breaking down barriers and encouraging one another to share unique experiences and ideas. This connection allows diverse thinking to thrive, so together we can identify opportunities others might miss and seek out the best results for our teams and our clients.

At PIMCO, our mission to create a better workplace is guided by four distinct pillars:

Encouraging diverse perspectives	• We continue to leverage the global MD I&D Advisory Council to govern and advance PIMCO's commitment to inclusion and provide reviews with PIMCO's Executive Committee. • We actively engage external speakers – thought leaders, industry experts, and advocates from various backgrounds – to share their insights and experiences with the PIMCO community. In 2025 we welcomed the Rt Hon Theresa May, Baroness of Maidenhead and former UK Prime Minister, to our London office. She led a thought-provoking conversation on leadership and influence, providing valuable insights from her distinguished career to our colleagues around the world. • We expanded the PIMCO's Women Summit to foster engagement and connectivity across PIMCO, as well as creating awareness of our industry and community partnerships.
Cultivating a pipeline of top talent	• We continue to invest in technology that supports talent growth. A standout example is Perry, our AI-powered performance management tool. Perry helps employees and managers refine feedback, complete self-evaluations, and navigate key deliverables throughout the annual performance management cycle. By providing access to Perry, we foster a culture of continuous learning and ensure consistent and empowering employee experience. • We enhance our tools, skills and partnership to broaden our reach in recruiting. Leveraging platforms such as LinkedIn, eFinancial careers, job boards, Handshake and Beamery we maximize outreach and strengthen connections with deeper and broader talent pools. • We continue to promote job opportunities across various platforms and partners' job boards, including LGBT Great and 100 Women in Finance. These partnerships are instrumental in broadening our reach. • An annual "Respectful Workplace" training is required for all employees, including an extended program for people managers and senior leaders. • Our Executive Vice President (EVP) Leadership Program equips senior leaders with skills that foster psychological safety, empowerment, and inclusive decision making. This year, we launched an alumni network and redesigned workshops to focus on leading at the organizational level. • As part of our ongoing talent strategy, this year we enhanced the 101 Manager Development Training by incorporating an AI-generated simulation for immersive practice and feedback. To strengthen this experience, we introduced AI-driven simulations-available to all managers-for real-time practice and feedback. This innovation significantly improves learning outcomes and helps managers build essential coaching and team management skills. • We also offer a comprehensive benefits scheme to meet the needs of new parents including: - Grow Your Family fertility, adoption and surrogacy benefits. - Emergency and back up childcare, childcare voucher schemes, and dedicated support for those caring for children with developmental disabilities. • A candid panel of PIMCO colleagues shared their paths to parenthood, offering stories and insights that fostered understanding and support. Hosted during PRIDE Month in Partnership with PIMCO Families, this event showcased real-life insights in caregiving. • Many of our employees have been recognized for the contributions to the industry including the Europe Women in Finance Awards, with three team members recognized for outstanding performance.

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Investing in connection	• Our Employee Resource Groups (ERGs) are essential in fostering a welcoming and inclusive atmosphere where every individual feels connected. • We continue to host the PIMCO Women Leaders of Influence Series in London, hosting Francine Lacqua for an inspiring conversation on leadership and innovation. • Globally, we celebrate our next generation of talent and host "Take our Kids to Work Day", offering a unique opportunity for families to connect with PIMCO's workplace culture.
Driving impact in our communities	• In 2025, we continued to build on our commitment to our communities, focusing on creating pathways for individuals to access careers in financial services. - We engage with the PIMCO Foundation Europe and other non-profits to advocate on behalf of organizations and events that reflect PIMCO's commitment to our values, clients, culture and global community. One example of this engagement is support of the Alsama Project, which empowers refugee youth through education. Additionally, PIMCO employees participated in a mentorship program for Syrian refugees focused on employability skills. - Nearly 50% of our UK based employees participate in "Global Month of Volunteering" in which team members supported a wide variety of charities and other philanthropic organizations.

Declaration:

I confirm that the data reported is accurate.

Christian Stracke

President and Head of PIMCO EMEA and APAC